

ANNUAL WORKFORCE REPORT

First Quarter

FISCAL YEAR 2019-20

**State of Michigan
Civil Service Commission**



Civil Service Commissioners:

**Janet McClelland, Chair
James Barrett
Jase Bolger
Jeff Steffel**

Janine M. Winters, State Personnel Director

STATISTICAL HIGHLIGHTS
First Quarter FY 2019-20

PROFILE OF CLASSIFIED EMPLOYEES

Average Age.....	44.7
Average Annual Salary ¹	\$64,081
Average Years of Service.....	11.8

WORK FORCE CHARACTERISTICS

Females	53.7%
Males	46.3%
Eligible for Longevity	63.6%
Less than Six Years of Service	36.0%
Six to Ten Years of Service	17.8%
Over Ten Years of Service	46.2%
Exclusively Represented for Collective Bargaining	68.1%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian or Alaska Native.....	1.1%
Asian	1.7%
Black or African American	17.9%
Hispanic or Latino.....	2.9%
Native Hawaiian or Other Pacific Islander.....	0.1%
Two or More Races	0.5%
White	75.8%

¹ Average annual salary is calculated based on each employee's hourly rate of pay multiplied by 2,088 hours, regardless of their work schedule.

TABLE OF CONTENTS

STATISTICAL HIGHLIGHTS	i
------------------------------	---

TABLE OF CONTENTS	ii
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SECTION ONE - TRENDS IN THE STATE CLASSIFIED WORK FORCE

Table 1-1 - Active Classified Employees by Employee Status	1-1
Table 1-2 - Full-Time Equated Position Report by Department	1-5
Table 1-3 - Number and Percent of Active Classified Employees by Department	1-9
Table 1-4 - Fiscal Year to Date Average Number of Active Classified Employees by Department.....	1-10

SECTION TWO - CHARACTERISTICS OF CLASSIFIED EMPLOYEES

Table 2-1 - Average Age, Average Pay Rate, and Longevity Analysis by Department	2-1
Table 2-4 - Active Classified Employees Enrolled in State Sponsored Insurance Plans by Department.....	2-2
Table 2-10 - Age Distribution for Active Classified Employees by Department and Statewide	2-4
Graph 2-4 - Employment Trend of Job Categories, Fiscal Years 2015-16 through First Quarter 2020	2-5
Table 2-11 - Active Classified Employees by Work County	2-6

SECTION THREE - EMPLOYEE CONTINUITY OVERVIEW

Graph 3-1 - Average Years of Service by Department	3-1
Table 3-1 - Active Classified Employee Distribution by Department and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis	3-2
Table 3-2 - Statewide Separations by Reason, First Quarter 2020	3-24
Table 3-3 - New Hires, Returns and Separations by Department.....	3-25

SECTION FOUR - EQUAL EMPLOYMENT OPPORTUNITY REPORTING

SECTION FIVE - BARGAINING UNIT CHARACTERISTICS

Graph 5-1 - Breakdown of State Classified Employment by Bargaining Unit	5-1
Table 5-1 - Active Employees Paying Union Dues by Bargaining Unit.....	5-2
Graph 5-2 - Average Years of Service by Bargaining Unit	5-3
Table 5-2 - Active Classified Employee Distribution by Bargaining Unit and Years of Service, Race/Ethnic Group, Gender, and Disability Analysis	5-4

Table 5-3 - Average Age, Average Pay Rate, and Longevity Analysis by Bargaining Unit 5-20

Table 5-4 - Active Classified Employees Enrolled in State Sponsored Insurance Plans by
Bargaining Unit 5-21

Table 5-9 - Bargaining Unit Analysis by Department, Exclusively Represented 5-23

Table 5-10 - Bargaining Unit Analysis by Department, Non-Exclusively Represented..... 5-24

GLOSSARY

Glossary G-1

SECTION ONE

TRENDS IN THE STATE CLASSIFIED WORKFORCE

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS WITH
DEPARTMENT AND PROCESS LEVEL DETAIL

Pay End Date: December 28, 2019

DEPARTMENT / PROCESS LEVEL		FULL- TIME	PART- TIME	PERMANENT- INTERMITTENT	LIMITED- TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE AND RURAL DVLPMNT	7901	439.0	0.0	4.0	7.0	0.0	22.0	0.0	472.0	0.0	472.0
AGRICULTURE AND RURAL DVLPMNT		439.0	0.0	4.0	7.0	0.0	22.0	0.0	472.0	0.0	472.0
ATY GNRL CENTRAL OFFICE	1101	477.0	1.0	0.0	20.0	0.0	0.0	0.0	498.0	0.0	498.0
PACC	1102	11.0	0.0	0.0	1.0	0.0	0.0	0.0	12.0	0.0	12.0
ATTORNEY GENERAL		488.0	1.0	0.0	21.0	0.0	0.0	0.0	510.0	0.0	510.0
LEGISLATIVE AUDITOR GENERAL	0301	128.0	0.0	8.0	21.0	0.0	5.0	0.0	162.0	0.0	162.0
AUDITOR GENERAL		128.0	0.0	8.0	21.0	0.0	5.0	0.0	162.0	0.0	162.0
CIV RGHT CENTRAL OFFICE	1501	86.0	0.0	0.0	2.0	0.0	0.0	0.0	88.0	0.0	88.0
CIVIL RIGHTS		86.0	0.0	0.0	2.0	0.0	0.0	0.0	88.0	0.0	88.0
CIVIL SERVICE COMMISSION	1901	424.0	0.0	2.0	11.0	0.0	21.0	0.0	458.0	0.0	458.0
CIVIL SERVICE COMMISSION		424.0	0.0	2.0	11.0	0.0	21.0	0.0	458.0	0.0	458.0
DETROIT DETENTION CENTER	4754	52.0	0.0	0.0	0.0	0.0	0.0	1.0	53.0	0.0	53.0
DETROIT REENTRY CENTER	4764	234.0	0.0	0.0	0.0	0.0	0.0	0.0	234.0	0.0	234.0
DOC-ADRIAN/GUS HARRISON FAC	4729	467.0	0.0	1.0	1.0	0.0	0.0	0.0	469.0	0.0	469.0
DOC-ALGER MAX SECURITY CORRECT	4735	249.0	0.0	0.0	1.0	0.0	0.0	0.0	250.0	0.0	250.0
DOC-BARAGA FACILITY	4740	290.0	1.0	0.0	1.0	0.0	0.0	1.0	293.0	0.0	293.0
DOC-BELLAMY CREEK FACILITY	4748	403.0	0.0	0.0	1.0	0.0	0.0	2.0	406.0	0.0	406.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	256.0	0.0	0.0	1.0	0.0	0.0	1.0	258.0	0.0	258.0
DOC-CARSON CITY FAC/CARSON CIT	4731	445.0	0.0	0.0	1.0	0.0	2.0	1.0	449.0	0.0	449.0
DOC-CENTRAL MICHIGAN FACILITY	4744	425.0	0.0	0.0	1.0	0.0	0.0	1.0	427.0	0.0	427.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	473.0	1.0	0.0	1.0	0.0	1.0	2.0	478.0	0.0	478.0
DOC-COOPER STREET FACILITY	4752	342.0	4.0	0.0	0.0	0.0	0.0	0.0	346.0	0.0	346.0
DOC-CORRECTN CENTRAL OFFICE	4702	533.0	0.0	0.0	22.0	0.0	39.0	0.0	594.0	0.0	594.0
DOC-COTTON FACILITY	4720	389.0	0.0	0.0	3.0	0.0	0.0	0.0	392.0	0.0	392.0
DOC-EGELER FACILITY	4727	528.0	2.0	0.0	1.0	0.0	0.0	1.0	532.0	0.0	532.0
DOC-FIELD OPERATION REGION III	4763	785.0	7.0	0.0	2.0	0.0	1.0	1.0	796.0	0.0	796.0
DOC-FIELD OPERATIONS REGION I	4761	811.0	0.0	0.0	2.0	0.0	0.0	0.0	813.0	0.0	813.0
DOC-HANDLON MI TRAINING UNT	4705	290.0	0.0	0.0	1.0	0.0	0.0	0.0	291.0	0.0	291.0
DOC-HURON VALLEY CORR COMPLEX	4715	558.0	1.0	0.0	1.0	0.0	0.0	1.0	561.0	0.0	561.0
DOC-IONIA MAXIMUM FACILITY	4724	282.0	0.0	0.0	1.0	0.0	0.0	2.0	285.0	0.0	285.0
DOC-JACKSON CENTRAL REGION	4750	80.0	0.0	0.0	0.0	0.0	0.0	0.0	80.0	0.0	80.0
DOC-KINROSS CORRECTIONAL FCLTY	4712	294.0	0.0	0.0	1.0	0.0	0.0	1.0	296.0	0.0	296.0

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, or noncareer. For this report, the actual number of employees who job share are halved.

STATE OF MICHIGAN

ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS WITH
DEPARTMENT AND PROCESS LEVEL DETAIL

Pay End Date: December 28, 2019

DEPARTMENT / PROCESS LEVEL		FULL- TIME	PART- TIME	PERMANENT- INTERMITTENT	LIMITED- TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-LAKELAND MENS FACILITY	4718	289.0	0.0	0.0	0.0	0.0	0.0	0.0	289.0	0.0	289.0
DOC-MACOMB FACILITY	4741	325.0	2.0	0.0	0.0	0.0	0.0	1.0	328.0	0.0	328.0
DOC-MARQUETTE BRANCH PRISON	4706	337.0	0.0	0.0	1.0	0.0	0.0	0.0	338.0	0.0	338.0
DOC-MAXEY CORRECTIONAL	4749	322.0	0.0	0.0	1.0	0.0	0.0	1.0	324.0	0.0	324.0
DOC-MICHIGAN REFORMATORY	4707	302.0	0.0	0.0	1.0	0.0	1.0	1.0	305.0	0.0	305.0
DOC-MICHIGAN STATE INDUSTRIES	4709	43.0	0.0	0.0	0.0	0.0	1.0	0.0	44.0	0.0	44.0
DOC-MUSKEGON FACILITY	4704	232.0	0.0	0.0	1.0	0.0	0.0	0.0	233.0	0.0	233.0
DOC-NEWBERRY FACILITY	4743	212.0	0.0	2.0	0.0	0.0	0.0	0.0	214.0	0.0	214.0
DOC-OAKS FACILITY	4739	295.0	1.0	0.0	1.0	0.0	0.0	0.0	297.0	0.0	297.0
DOC-PARNALL FACILITY	4751	275.0	1.0	0.0	12.0	0.0	0.0	0.0	288.0	0.5	287.5
DOC-SAGINAW FACILITY	4742	309.0	0.0	0.0	1.0	0.0	1.0	0.0	311.0	0.0	311.0
DOC-ST. LOUIS FACILITY	4733	330.0	0.0	0.0	2.0	0.0	0.0	0.0	332.0	0.0	332.0
DOC-THUMB FACILITY	4725	311.0	0.0	0.0	2.0	0.0	1.0	0.0	314.0	0.0	314.0
NTHRN REGION ADMIN AND SUPPORT	4714	26.0	0.0	0.0	0.0	0.0	0.0	1.0	27.0	0.0	27.0
SOUTHERN REGION - IONIA	4711	23.0	0.0	0.0	0.0	0.0	0.0	0.0	23.0	0.0	23.0
CORRECTIONS		11,817.0	20.0	3.0	64.0	0.0	47.0	19.0	11,970.0	0.5	11,969.5
EDUCATION	3103	440.0	3.0	4.0	16.0	33.0	13.0	0.0	509.0	0.0	509.0
EDUCATION		440.0	3.0	4.0	16.0	33.0	13.0	0.0	509.0	0.0	509.0
ENVIRON, GREAT LAKES & ENERGY	7601	1,158.0	2.0	13.0	33.0	0.0	22.0	0.0	1,228.0	0.5	1,227.5
ENVIRONMENT, GREAT LAKES & ENERGY		1,158.0	2.0	13.0	33.0	0.0	22.0	0.0	1,228.0	0.5	1,227.5
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	74.0	0.0	2.0	0.0	76.0	0.0	76.0
EXECUTIVE OFFICE		0.0	0.0	0.0	74.0	0.0	2.0	0.0	76.0	0.0	76.0
DEPT OF INS AND FIN SERVICE	6501	276.0	1.0	0.0	20.0	0.0	8.0	0.0	305.0	0.0	305.0
INSURANCE AND FINANCIAL SERV		276.0	1.0	0.0	20.0	0.0	8.0	0.0	305.0	0.0	305.0
LEO - LABOR & ECON OPPORTUNITY	1801	1,756.0	1.0	1.0	35.0	34.0	25.0	0.0	1,852.0	0.0	1,852.0
LEO - LANDBANK AUTHORITY	1802	7.0	0.0	0.0	1.0	0.0	0.0	0.0	8.0	0.0	8.0
LEO - MSF-MEDC	1804	115.0	0.0	0.0	1.0	0.0	3.0	0.0	119.0	0.0	119.0
LEO - MSHDA	1803	229.0	4.0	2.0	7.0	0.0	11.0	0.0	253.0	0.0	253.0
LABOR & ECONOMIC OPPORTUNITY		2,107.0	5.0	3.0	44.0	34.0	39.0	0.0	2,232.0	0.0	2,232.0
LICENSING & REGULATORY AFFAIRS	6401	1,530.0	2.0	12.0	17.0	0.0	30.0	0.0	1,591.0	0.0	1,591.0
LICENSING & REGULATORY AFFAIRS		1,530.0	2.0	12.0	17.0	0.0	30.0	0.0	1,591.0	0.0	1,591.0
MDHHS-CARO CENTER	3902	310.0	0.0	2.0	82.0	0.0	0.0	2.0	396.0	0.0	396.0

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STATE OF MICHIGAN

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MDHHS-COM HEALTH CENTRAL OFF	3901	1,497.0	0.0	4.0	34.0	0.0	14.0	1.0	1,550.0	0.0	1,550.0
MDHHS-CTR FORENSIC PSYCHIATRY	3920	544.0	1.0	0.0	1.0	0.0	5.0	4.0	555.0	0.0	555.0
MDHHS-HAWTHORN CTR NORTHVILLE	3906	231.0	1.0	0.0	4.0	0.0	4.0	4.0	244.0	0.0	244.0
MDHHS-KALAMAZOO PSYCHIATRIC HS	3909	367.0	0.0	0.0	62.0	0.0	1.0	7.0	437.0	0.0	437.0
MDHHS-OFF OF THE INSPECTOR GEN	3947	34.0	0.0	0.0	0.0	0.0	5.0	0.0	39.0	0.0	39.0
MDHHS-WALTER P.REUTHER PSY HS	3945	376.0	0.0	0.0	3.0	0.0	4.0	1.0	384.0	0.0	384.0
MDHHS - COMMUNITY HEALTH		3,359.0	2.0	6.0	186.0	0.0	33.0	19.0	3,605.0	0.0	3,605.0
MDHHS-BERRIEN COUNTY	4322	138.0	0.0	0.0	8.0	4.0	0.0	0.0	150.0	0.0	150.0
MDHHS-CALHOUN COUNTY	4323	152.0	0.0	0.0	6.0	0.0	0.0	0.0	158.0	0.0	158.0
MDHHS-COUNTIES	4308	2,699.0	0.0	0.0	97.0	18.0	0.0	1.0	2,815.0	0.0	2,815.0
MDHHS-DPT OF HUMAN SVC CNTL OF	4301	2,355.0	0.0	4.0	111.0	0.0	12.0	0.0	2,482.0	0.0	2,482.0
MDHHS-GENESEE COUNTY	4302	423.0	0.0	0.0	45.0	0.0	0.0	0.0	468.0	0.0	468.0
MDHHS-INGHAM COUNTY	4312	257.0	0.0	0.0	14.0	1.0	0.0	0.0	272.0	0.0	272.0
MDHHS-INSTITUTIONS	4307	47.0	0.0	28.0	1.0	0.0	0.0	1.0	77.0	0.0	77.0
MDHHS-JACKSON COUNTY	4315	146.0	0.0	0.0	15.0	0.0	0.0	0.0	161.0	0.0	161.0
MDHHS-KALAMAZOO COUNTY	4314	240.0	0.0	0.0	4.0	0.0	0.0	0.0	244.0	0.0	244.0
MDHHS-KENT COUNTY	4303	428.0	0.0	0.0	6.0	6.0	0.0	0.0	440.0	0.0	440.0
MDHHS-MACOMB COUNTY	4304	467.0	0.0	0.0	0.0	0.0	0.0	2.0	469.0	5.0	464.0
MDHHS-MUSKEGON COUNTY	4324	214.0	0.0	0.0	1.0	0.0	0.0	0.0	215.0	0.0	215.0
MDHHS-OAKLAND COUNTY	4305	498.0	0.0	0.0	30.0	0.0	0.0	0.0	528.0	0.0	528.0
MDHHS-SAGINAW COUNTY	4313	172.0	0.0	0.0	3.0	0.0	0.0	0.0	175.0	0.0	175.0
MDHHS-WASHTENAW	4325	153.0	0.0	0.0	6.0	0.0	0.0	0.0	159.0	0.0	159.0
MDHHS-WAYNE COUNTY DSS	4306	85.0	0.0	0.0	11.0	0.0	0.0	0.0	96.0	0.0	96.0
MDHHS-WAYNE COUNTY O.C.Y.S.	4320	610.0	0.0	0.0	0.0	0.0	0.0	0.0	610.0	0.0	610.0
MDHHS-WAYNE COUNTY ZONE 3	4318	428.0	0.0	0.0	8.0	0.0	0.0	1.0	437.0	0.0	437.0
MDHHS-WAYNE COUNTY ZONE 4	4319	423.0	0.0	0.0	5.0	0.0	0.0	1.0	429.0	0.0	429.0
MDHHS-WAYNE COUNTY ZONE L	4316	336.0	0.0	0.0	7.0	0.0	0.0	0.0	343.0	0.0	343.0
MDHHS - HUMAN SERVICES		10,271.0	0.0	32.0	378.0	29.0	12.0	6.0	10,728.0	5.0	10,723.0
D.J. JACOBETTI HOME FOR VETERA	5103	167.0	4.0	2.0	0.0	0.0	1.0	0.0	174.0	0.5	173.5
GRAND RAPIDS HOME FOR VETERANS	5102	152.0	9.0	15.0	1.0	1.0	2.0	2.0	182.0	0.0	182.0
MIL AFFR CENTRAL OFFICE	5101	341.0	1.0	8.0	30.0	11.0	15.0	0.0	406.0	0.0	406.0
MILITARY & VETERAN AFFAIRS		660.0	14.0	25.0	31.0	12.0	18.0	2.0	762.0	0.5	761.5
DNR-NATURAL RESOURCES	7501	1,439.0	1.0	47.0	22.0	40.0	217.0	0.0	1,766.0	0.0	1,766.0

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NATURAL RESOURCES		1,439.0	1.0	47.0	22.0	40.0	217.0	0.0	1,766.0	0.0	1,766.0
DEPARTMENT OF STATE	2301	1,289.0	0.0	69.0	41.0	0.0	53.0	0.0	1,452.0	0.0	1,452.0
STATE		1,289.0	0.0	69.0	41.0	0.0	53.0	0.0	1,452.0	0.0	1,452.0
STATE POLICE	5501	2,932.0	4.0	5.0	58.0	0.0	9.0	6.0	3,014.0	0.0	3,014.0
STATE POLICE		2,932.0	4.0	5.0	58.0	0.0	9.0	6.0	3,014.0	0.0	3,014.0
DTMB-CHIEF COMPLIANCE OFF	0741	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	1.0
TECH, MGMT AND BUDGET - IT	0801	1,773.0	0.0	0.0	32.0	0.0	53.0	1.0	1,859.0	0.0	1,859.0
TECH, MGMT AND BUDGET - MB	0701	1,038.0	8.0	3.0	55.0	0.0	43.0	0.0	1,147.0	0.0	1,147.0
TECHNOLOGY, MANAGEMENT & BUDGET		2,811.0	8.0	3.0	88.0	0.0	96.0	1.0	3,007.0	0.0	3,007.0
BRIDGE AUTHORITIES-INTERNATION	5903	34.0	0.0	0.0	1.0	0.0	21.0	0.0	56.0	0.0	56.0
BRIDGE AUTHORITIES-MACKINAC	5902	39.0	0.0	27.0	10.0	0.0	9.0	0.0	85.0	0.0	85.0
TRANSPORTATION CENTRAL OFFICE	5901	2,326.0	2.0	15.0	200.0	6.0	131.0	4.0	2,684.0	0.5	2,683.5
TRANSPORTATION		2,399.0	2.0	42.0	211.0	6.0	161.0	4.0	2,825.0	0.5	2,824.5
BUREAU OF STATE LOTTERY	2795	181.0	0.0	0.0	1.0	0.0	30.0	0.0	212.0	0.0	212.0
GAMING CONTROL	2707	119.0	0.0	2.0	13.0	0.0	5.0	0.0	139.0	0.0	139.0
STATE BUILDING AUTHORITY	2704	2.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	2.0
TREASURY CENTRAL PAYROLL	2701	1,247.0	0.0	1.0	52.0	0.0	29.0	1.0	1,330.0	0.0	1,330.0
TREASURY		1,549.0	0.0	3.0	66.0	0.0	64.0	1.0	1,683.0	0.0	1,683.0
STATEWIDE TOTAL		45,602.0	65.0	281.0	1,411.0	154.0	872.0	58.0	48,443.0	7.0	48,436.0

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, or noncareer. For this report, the actual number of employees who job share are halved.

STATE OF MICHIGAN

Table 1-2

FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT

DEPARTMENT	FTE Positions Fiscal Year 2020 Appropriated (A)	FTE Positions 12/28/2019 (B)	FTE Positions 9/21/2019 (C)	Difference 12/28/2019 and 9/21/2019 (B-C)	Difference 12/28/2019 and Appropriated (B-A)
AGRICULTURE AND RURAL DVLPMNT					
Regular	508.0	454.2	454.4	-0.1	-53.8
Overtime	0.0	0.1	0.5	-0.4	0.1
Total	508.0	454.3	454.8	-0.5	-53.7
ATTORNEY GENERAL					
Regular	536.4	508.4	507.0	1.3	-28.1
Overtime	0.0	0.0	0.8	-0.8	0.0
Total	536.4	508.4	507.8	0.5	-28.1
AUDITOR GENERAL					
Regular	0.0	159.1	159.0	0.1	159.1
Overtime	0.0	0.9	0.0	0.9	0.9
Total	0.0	160.0	159.0	1.0	160.0
CIVIL RIGHTS					
Regular	110.0	86.7	86.0	0.7	-23.3
Overtime	0.0	0.5	0.0	0.5	0.5
Total	110.0	87.2	86.0	1.2	-22.8
CIVIL SERVICE COMMISSION					
Regular	459.0	444.7	445.7	-1.1	-14.3
Overtime	0.0	1.0	2.0	-1.0	1.0
Total	459.0	445.7	447.7	-2.1	-13.3
CORRECTIONS					
Regular	13,778.3	12,365.0	11,996.7	368.3	-1,413.3
Overtime	0.0	1,380.2	924.4	455.8	1,380.2
Total	13,778.3	13,745.2	12,921.1	824.1	-33.1

Comments: Regular FTEs are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTEs are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTEs are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

STATE OF MICHIGAN

Table 1-2

FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT

DEPARTMENT	FTE Positions Fiscal Year 2020 Appropriated (A)	FTE Positions 12/28/2019 (B)	FTE Positions 9/21/2019 (C)	Difference 12/28/2019 and 9/21/2019 (B-C)	Difference 12/28/2019 and Appropriated (B-A)
EDUCATION					
Regular	614.5	496.2	499.7	-3.5	-118.3
Overtime	0.0	0.0	0.0	0.0	0.0
Total	614.5	496.2	499.7	-3.5	-118.3
EXECUTIVE OFFICE					
Regular	79.2	74.2	74.2	0.0	-5.0
Overtime	0.0	0.0	0.0	0.0	0.0
Total	79.2	74.2	74.2	0.0	-5.0
INSURANCE AND FINANCIAL SERV					
Regular	346.5	299.1	310.4	-11.3	-47.4
Overtime	0.0	0.0	0.0	0.0	0.0
Total	346.5	299.1	310.4	-11.3	-47.4
LICENSING AND REGULATORY AFF					
Regular	2,328.3	1,559.8	1,583.1	-23.3	-768.5
Overtime	0.0	0.7	4.3	-3.6	0.7
Total	2,328.3	1,560.5	1,587.4	-26.9	-767.8
MDHHS - COMMUNITY HEALTH					
Regular	4,054.2	3,603.7	3,444.3	159.4	-450.5
Overtime	0.0	309.5	255.3	54.2	309.5
Total	4,054.2	3,913.2	3,699.6	213.6	-141.0
MDHHS - HUMAN SERVICES					
Regular	11,950.8	10,669.3	10,545.7	123.6	-1,281.5
Overtime	0.0	86.6	83.7	3.0	86.6
Total	11,950.8	10,755.9	10,629.4	126.5	-1,194.9

Comments: Regular FTEs are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTEs are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTEs are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

STATE OF MICHIGAN

Table 1-2

FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT

DEPARTMENT	FTE Positions Fiscal Year 2020 Appropriated (A)	FTE Positions 12/28/2019 (B)	FTE Positions 9/21/2019 (C)	Difference 12/28/2019 and 9/21/2019 (B-C)	Difference 12/28/2019 and Appropriated (B-A)
MILITARY & VETERAN AFFAIRS					
Regular	924.5	740.8	750.9	-10.1	-183.7
Overtime	0.0	30.8	25.2	5.6	30.8
Total	924.5	771.6	776.1	-4.5	-152.9
NATURAL RESOURCES					
Regular	2,334.1	1,612.6	2,425.7	-813.1	-721.5
Overtime	0.0	6.4	50.1	-43.7	6.4
Total	2,334.1	1,619.1	2,475.8	-856.8	-715.0
STATE					
Regular	1,586.0	1,420.3	1,407.0	13.2	-165.7
Overtime	0.0	17.3	66.0	-48.7	17.3
Total	1,586.0	1,437.6	1,473.0	-35.4	-148.4
STATE POLICE					
Regular	3,579.0	2,992.0	2,996.5	-4.5	-587.0
Overtime	0.0	237.7	241.5	-3.8	237.7
Total	3,579.0	3,229.7	3,238.0	-8.3	-349.3
TECH, MGMT AND BUDGET					
Regular	2,667.0	2,953.8	2,974.0	-20.1	286.8
Overtime	0.0	24.0	32.9	-9.0	24.0
Total	2,667.0	2,977.8	3,006.9	-29.1	310.8
TRANSPORTATION					
Regular	2,818.3	2,698.3	2,636.9	61.4	-120.0
Overtime	0.0	52.5	164.5	-112.0	52.5
Total	2,818.3	2,750.9	2,801.4	-50.5	-67.4

Comments: Regular FTEs are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTEs are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTEs are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

STATE OF MICHIGAN

Table 1-2

FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT

DEPARTMENT	FTE Positions Fiscal Year 2020 Appropriated (A)	FTE Positions 12/28/2019 (B)	FTE Positions 9/21/2019 (C)	Difference 12/28/2019 and 9/21/2019 (B-C)	Difference 12/28/2019 and Appropriated (B-A)
TREASURY					
Regular	1,874.5	1,639.1	1,640.6	-1.5	-235.4
Overtime	0.0	5.4	14.8	-9.4	5.4
Total	1,874.5	1,644.5	1,655.3	-10.9	-230.0

Statewide Totals

Total Regular	53,414.6	48,182.9	48,300.2	-117.3	-5,231.7
Total Overtime	0.0	2,171.9	1,874.1	297.8	2,171.9
Grand Total	53,414.6	50,354.7	50,174.3	180.4	-3,059.9

Comments: Regular FTEs are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTEs are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTEs are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

STATE OF MICHIGAN

Table 1-3

NUMBER AND PERCENT OF ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT PRIOR AND CURRENT PAY END DATES

Department	September 21, 2019		December 28, 2019	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLPMT	471.0	1.0 %	472.0	1.0 %
ATTORNEY GENERAL	509.0	1.0 %	510.0	1.1 %
AUDITOR GENERAL	162.0	0.3 %	162.0	0.3 %
CIVIL RIGHTS	88.0	0.2 %	88.0	0.2 %
CIVIL SERVICE COMMISSION	457.0	0.9 %	458.0	0.9 %
CORRECTIONS	11,990.5	24.3 %	11,969.5	24.7 %
EDUCATION	512.0	1.0 %	509.0	1.1 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,191.5	2.4 %	1,227.5	2.5 %
EXECUTIVE OFFICE	75.0	0.2 %	76.0	0.2 %
INSURANCE AND FINANCIAL SERV	316.0	0.6 %	305.0	0.6 %
LABOR & ECONOMIC OPPORTUNITY	2,222.0	4.5 %	2,232.0	4.6 %
LICENSING & REGULATORY AFFAIRS	1,612.0	3.3 %	1,591.0	3.3 %
MDHHS-COMMUNITY HEALTH	3,511.0	7.1 %	3,605.0	7.4 %
MDHHS-HUMAN SERVICES	10,631.0	21.6 %	10,723.0	22.1 %
MILITARY & VETERAN AFFAIRS	781.0	1.6 %	761.5	1.6 %
NATURAL RESOURCES	2,842.0	5.8 %	1,766.0	3.7 %
STATE	1,449.0	2.9 %	1,452.0	3.0 %
STATE POLICE	3,015.0	6.1 %	3,014.0	6.2 %
TECHNOLOGY, MANAGEMENT & BUDGET	3,031.0	6.2 %	3,007.0	6.2 %
TRANSPORTATION	2,735.5	5.6 %	2,824.5	5.8 %
TREASURY	1,674.0	3.4 %	1,683.0	3.5 %
TOTAL:	49,275.5	100.0 %	48,436.0	100.0 %

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, season, noncareer, or on workers' compensation. For this report, the actual number of employees who job share are halved.

Statewide, the number of classified employees decreased by 840 from September 21, 2019 to December 28, 2019.

Source: Michigan Civil Service Commission HWF03

STATE OF MICHIGAN
FISCAL YEAR TO DATE AVERAGE NUMBER OF ACTIVE CLASSIFIED
EMPLOYEES BY DEPARTMENT

Pay End Date: December 28, 2019

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE AND RURAL DVLPMNT	7	465.4
ATTORNEY GENERAL	7	505.0
AUDITOR GENERAL	7	156.6
CIVIL RIGHTS	7	86.4
CIVIL SERVICE COMMISSION	7	441.7
CORRECTIONS	7	11,962.6
EDUCATION	7	497.0
ENVIRON GREAT LAKES AND ENERGY	7	1,196.9
EXECUTIVE OFFICE	7	74.3
INSURANCE AND FINANCIAL SERV	7	302.6
LABOR & ECONOMIC OPPORTUNITY	7	2,074.6
LICENSING & REGULATORY AFFAIRS	7	1,670.0
MDHHS-COMMUNITY HEALTH	7	3,538.7
MDHHS-HUMAN SERVICES	7	10,704.1
MILITARY & VETERAN AFFAIRS	7	768.2
NATURAL RESOURCES	7	1,730.4
STATE	7	1,385.0
STATE POLICE	7	3,003.0
TECHNOLOGY, MANAGEMENT & BUDGET	7	2,966.0
TRANSPORTATION	7	2,595.9
TREASURY	7	1,627.9
	Sum:	47,752.3

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. Currently, these positions represent 81.7 percent of all noncareer appointments. For this report, the number of employees who job share are halved. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to one employee.

Source: Michigan Civil Service Commission HWF09

SECTION TWO

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

STATE OF MICHIGAN

Table 2-1

AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT

Pay End Date: December 28, 2019

DEPARTMENT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Department Eligible for Longevity
AGRICULTURE AND RURAL DVLPMNT	472	1.0 %	45.8	\$33.42	295	62.5 %
ATTORNEY GENERAL	510	1.1 %	47.1	\$43.96	301	59.0 %
AUDITOR GENERAL	162	0.3 %	39.0	\$40.00	90	55.6 %
CIVIL RIGHTS	88	0.2 %	47.1	\$34.87	69	78.4 %
CIVIL SERVICE COMMISSION	458	0.9 %	44.5	\$33.44	298	65.1 %
CORRECTIONS	11,970	24.7 %	44.2	\$28.08	7,784	65.0 %
EDUCATION	509	1.1 %	49.4	\$37.78	327	64.2 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,228	2.5 %	45.9	\$35.01	802	65.3 %
EXECUTIVE OFFICE	76	0.2 %	35.3	\$33.73	10	13.2 %
INSURANCE AND FINANCIAL SERV	305	0.6 %	43.5	\$37.41	221	72.5 %
LABOR & ECONOMIC OPPORTUNITY	2,232	4.6 %	48.3	\$32.14	1,576	70.6 %
LICENSING & REGULATORY AFFAIRS	1,591	3.3 %	46.0	\$34.40	983	61.8 %
MDHHS - COMMUNITY HEALTH	3,605	7.4 %	46.0	\$31.53	1,999	55.5 %
MDHHS - HUMAN SERVICES	10,728	22.1 %	43.6	\$28.52	6,997	65.2 %
MILITARY & VETERAN AFFAIRS	762	1.6 %	47.4	\$27.20	427	56.0 %
NATURAL RESOURCES	1,766	3.7 %	44.1	\$29.36	1,105	62.6 %
STATE	1,452	3.0 %	43.9	\$26.02	786	54.1 %
STATE POLICE	3,014	6.2 %	40.5	\$33.92	1,991	66.1 %
TECHNOLOGY, MANAGEMENT & BUDGET	3,007	6.2 %	46.9	\$36.06	1,888	62.8 %
TRANSPORTATION	2,825	5.8 %	46.5	\$31.12	1,804	63.9 %
TREASURY	1,683	3.5 %	46.1	\$33.30	1,079	64.1 %
STATEWIDE TOTALS:	48,443	100.0 %	44.7	\$30.69	30,832	63.6 %

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Noncareer positions are not eligible for longevity and are not included in those counts.

Source: Michigan Civil Service Commission HWF24

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES

Table 2-4

ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

Pay End Date: December 28, 2019

Department	Total Employees Enrolled	State Sponsored Health	%	Health Insurance						Dental Insurance					
				HMO	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	DMO	%	Preventive Dental	%
AGRICULTURE & RURAL DEVELOPMENT	450	173	38 %	239	53 %	4	1 %	0	0 %	421	94 %	3	1 %	2	0 %
ATTORNEY GENERAL	510	175	34 %	271	53 %	5	1 %	0	0 %	469	92 %	9	2 %	1	0 %
AUDITOR GENERAL	157	48	31 %	87	55 %	4	3 %	0	0 %	147	94 %	0	0 %	0	0 %
CIVIL RIGHTS	88	35	40 %	47	53 %	2	2 %	0	0 %	82	93 %	3	3 %	0	0 %
CIVIL SERVICE COMMISSION	437	86	20 %	292	67 %	1	0 %	0	0 %	395	90 %	2	0 %	0	0 %
CORRECTIONS	1,923	5,988	50 %	4,909	41 %	47	0 %	0	0 %	11,009	92 %	214	2 %	28	0 %
EDUCATION	496	193	39 %	233	47 %	4	1 %	0	0 %	448	90 %	6	1 %	2	0 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,206	398	33 %	673	56 %	14	1 %	0	0 %	1,089	90 %	14	1 %	9	1 %
EXECUTIVE OFFICE	74	29	39 %	27	36 %	1	1 %	0	0 %	56	76 %	1	1 %	0	0 %
INSURANCE AND FINANCIAL SERV	297	79	27 %	195	66 %	2	1 %	0	0 %	276	93 %	3	1 %	1	0 %
LABOR & ECONOMIC OPPORTUNITY	2,193	824	38 %	1,175	54 %	18	1 %	0	0 %	2,008	92 %	70	3 %	10	0 %
LICENSING & REGULATORY AFFAIRS	1,561	546	35 %	842	54 %	3	0 %	0	0 %	1,416	91 %	32	2 %	2	0 %
MDHHS - COMMUNITY HEALTH	3,572	1,398	39 %	1,839	51 %	22	1 %	0	0 %	3,249	91 %	109	3 %	18	1 %
MDHHS - HUMAN SERVICES	3,716	3,971	37 %	5,751	54 %	49	0 %	0	0 %	9,774	91 %	306	3 %	19	0 %
MILITARY & VETERAN AFFAIRS	744	290	39 %	333	45 %	11	1 %	0	0 %	673	90 %	5	1 %	3	0 %
NATURAL RESOURCES	1,549	828	53 %	559	36 %	20	1 %	0	0 %	1,444	93 %	6	0 %	5	0 %
STATE	1,399	537	38 %	699	50 %	14	1 %	0	0 %	1,255	90 %	44	3 %	4	0 %
STATE POLICE	3,005	882	29 %	780	26 %	15	0 %	1,086	36 %	2,821	94 %	20	1 %	9	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,911	885	30 %	1,729	59 %	23	1 %	0	0 %	2,627	90 %	72	2 %	9	0 %
TRANSPORTATION	2,664	1,028	39 %	1,311	49 %	24	1 %	0	0 %	2,422	91 %	19	1 %	10	0 %
TREASURY	1,619	467	29 %	973	60 %	20	1 %	0	0 %	1,480	91 %	37	2 %	6	0 %
STATEWIDE TOTALS:	47,571	18,860	40 %	22,964	48 %	303	1 %	1,086	2 %	43,561	92 %	975	2 %	138	0 %

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

Source: Michigan Civil Service Commission HWF47

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES

Table 2-4

ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT

Pay End Date: December 28, 2019

		Vision Insurance		Disability Insurance				Life Insurance					
	Total Employees Enrolled	State Sponsored Vision						Minnesota Life		Minnesota Life Reduced		Prudential	
Department			%	CMI	%	Reliance	%		%		%		%
AGRICULTURE & RURAL DEVELOPMENT	450	428	95 %	370	82 %	0	0 %	428	95 %	21	5 %	0	0 %
ATTORNEY GENERAL	510	481	94 %	336	66 %	0	0 %	481	94 %	28	5 %	0	0 %
AUDITOR GENERAL	157	149	95 %	120	76 %	0	0 %	131	83 %	25	16 %	0	0 %
CIVIL RIGHTS	88	86	98 %	74	84 %	0	0 %	83	94 %	5	6 %	0	0 %
CIVIL SERVICE COMMISSION	437	404	92 %	397	91 %	0	0 %	421	96 %	15	3 %	0	0 %
CORRECTIONS	11,923	11,285	95 %	10,664	89 %	0	0 %	11,482	96 %	399	3 %	0	0 %
EDUCATION	496	459	93 %	344	69 %	0	0 %	463	93 %	32	6 %	0	0 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,206	1,119	93 %	954	79 %	0	0 %	1,120	93 %	85	7 %	0	0 %
EXECUTIVE OFFICE	74	60	81 %	30	41 %	0	0 %	69	93 %	4	5 %	0	0 %
INSURANCE AND FINANCIAL SERV	297	285	96 %	240	81 %	0	0 %	283	95 %	13	4 %	0	0 %
LABOR & ECONOMIC OPPORTUNITY	2,193	2,098	96 %	1,836	84 %	0	0 %	2,076	95 %	113	5 %	0	0 %
LICENSING & REGULATORY AFFAIRS	1,561	1,454	93 %	1,233	79 %	0	0 %	1,480	95 %	78	5 %	0	0 %
MDHHS - COMMUNITY HEALTH	3,572	3,383	95 %	3,042	85 %	0	0 %	3,396	95 %	170	5 %	0	0 %
MDHHS - HUMAN SERVICES	10,716	10,120	94 %	9,166	86 %	0	0 %	10,173	95 %	524	5 %	0	0 %
MILITARY & VETERAN AFFAIRS	744	685	92 %	540	73 %	0	0 %	704	95 %	29	4 %	0	0 %
NATURAL RESOURCES	1,549	1,462	94 %	1,274	82 %	0	0 %	1,465	95 %	82	5 %	0	0 %
STATE	1,399	1,318	94 %	1,051	75 %	0	0 %	1,316	94 %	78	6 %	0	0 %
STATE POLICE	3,005	2,873	96 %	2,726	91 %	1,417	47 %	2,881	96 %	104	3 %	1,209	40 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,911	2,716	93 %	2,175	75 %	27	1 %	2,767	95 %	134	5 %	20	1 %
TRANSPORTATION	2,664	2,477	93 %	2,236	84 %	0	0 %	2,522	95 %	139	5 %	0	0 %
TREASURY	1,619	1,537	95 %	1,295	80 %	0	0 %	1,522	94 %	93	6 %	0	0 %
STATEWIDE TOTALS:	47,571	44,879	94 %	40,103	84 %	1,444	3 %	45,263	95 %	2,171	5 %	1,229	3 %

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

Source: Michigan Civil Service Commission HWF47

STATE OF MICHIGAN

Table 2-10

AGE DISTRIBUTION FOR ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT

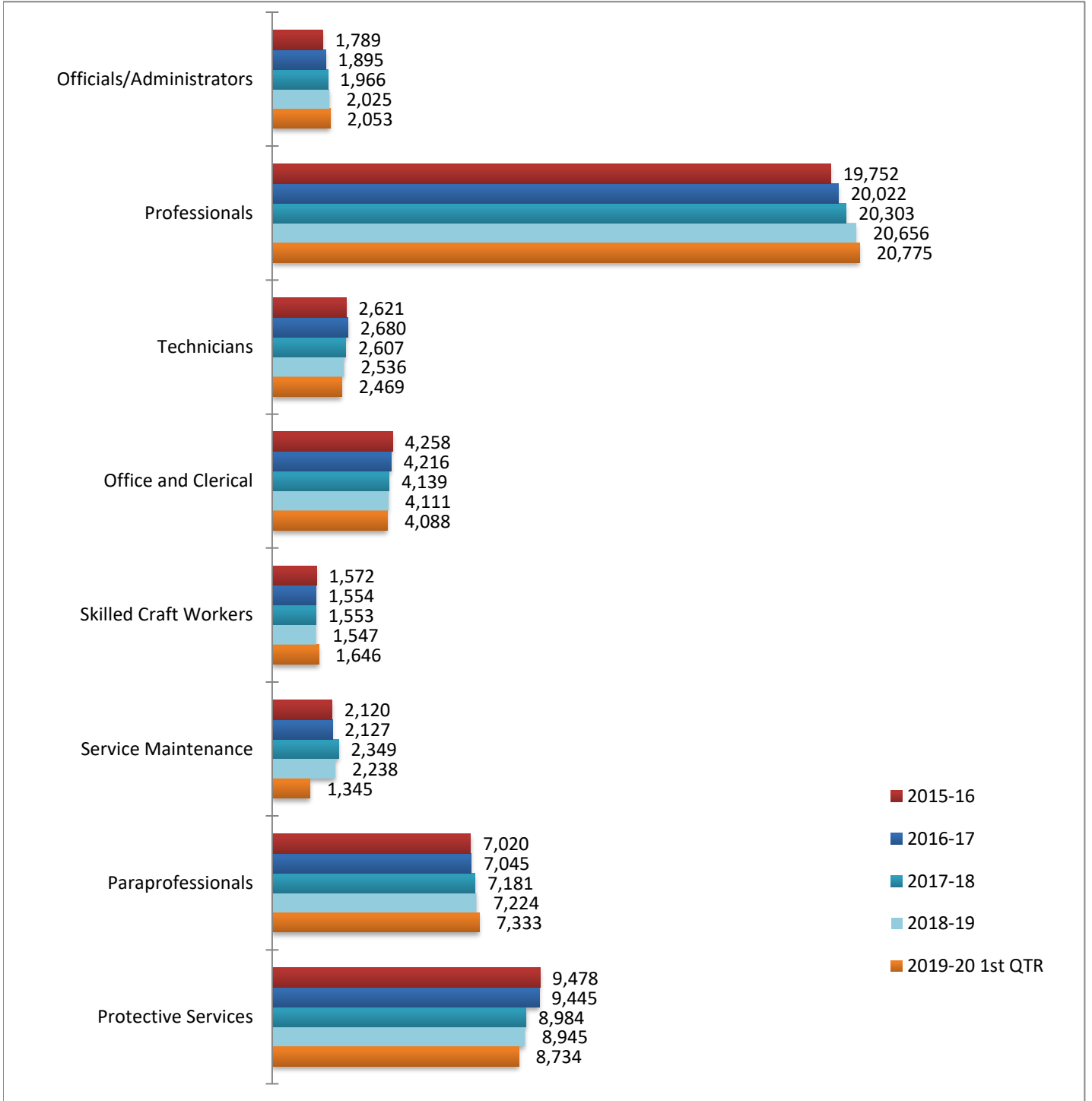
Pay End Date: December 28, 2019

Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE AND RURAL DVLPMT	1	18	45	48	52	62	59	48	79	31	23	6	472
ATTORNEY GENERAL	0	2	31	63	59	66	70	78	72	45	17	7	510
AUDITOR GENERAL	2	19	37	16	14	15	23	15	14	7	0	0	162
CIVIL RIGHTS	0	0	3	10	15	10	16	15	6	5	5	3	88
CIVIL SERVICE COMMISSION	2	27	41	38	59	54	64	64	74	27	8	0	458
CORRECTIONS	43	481	1,091	1,289	1,283	1,557	2,228	1,976	1,233	611	145	33	11,970
EDUCATION	0	8	11	33	54	84	70	84	63	62	29	11	509
ENVIRONMENT, GREAT LAKES & ENERGY	2	44	121	106	118	188	154	149	178	117	43	8	1,228
EXECUTIVE OFFICE	0	14	17	10	14	5	6	5	3	0	1	1	76
INSURANCE AND FINANCIAL SERV	1	11	27	39	42	49	42	39	29	22	3	1	305
LABOR & ECONOMIC OPPORTUNITY	5	43	113	158	247	298	324	329	336	246	100	33	2,232
LICENSING & REGULATORY AFFAIRS	2	65	100	162	223	200	211	202	202	147	57	20	1,591
MDHHS - COMMUNITY HEALTH	4	88	291	413	433	452	467	480	502	324	119	32	3,605
MDHHS - HUMAN SERVICES	1	285	1,003	1,359	1,690	1,623	1,588	1,281	1,030	609	201	58	10,728
MILITARY & VETERAN AFFAIRS	1	12	50	70	87	86	89	133	138	73	22	1	762
NATURAL RESOURCES	14	94	173	189	208	241	253	210	193	115	51	25	1,766
STATE	7	84	158	175	146	175	173	196	206	94	36	2	1,452
STATE POLICE	0	145	589	451	268	378	495	370	226	68	22	2	3,014
TECHNOLOGY, MANAGEMENT & BUDGET	11	104	172	262	306	394	425	456	478	291	93	15	3,007
TRANSPORTATION	15	124	167	229	276	385	415	455	409	249	80	21	2,825
TREASURY	8	74	95	169	201	231	213	221	248	157	56	10	1,683
Statewide Total:	119	1,742	4,335	5,289	5,795	6,553	7,385	6,806	5,719	3,300	1,111	289	48,443
Average Age:	19.0	23.1	27.6	32.5	37.5	42.5	47.6	52.4	57.4	62.2	67.0	73.2	44.7

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF23

STATE OF MICHIGAN
EMPLOYMENT TREND OF JOB CATEGORIES
Fiscal Years 2015-16 through 2019-20 1st QTR



2019-20 1st QTR Total: 48,443

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF27 for the last full pay period in each fiscal year

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY
Pay End Date: December 28, 2019

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	7	0	7
ALGER	272	1	273
ALLEGAN	216	25	241
ALPENA	159	34	193
ANTRIM	29	2	31
ARENAC	28	2	30
BARAGA	343	12	355
BARRY	110	45	155
BAY	340	25	365
BENZIE	33	2	35
BERRIEN	338	34	372
BRANCH	360	6	366
CALHOUN	378	12	390
CASS	88	22	110
CHARLEVOIX	23	10	33
CHEBOYGAN	64	13	77
CHIPPEWA	952	43	995
CLARE	57	7	64
CLINTON	146	21	167
CRAWFORD	161	67	228
DELTA	169	29	198
DICKINSON	64	4	68
EATON	3,283	187	3,470
EMMET	88	11	99
GENESEE	802	84	886
GLADWIN	47	3	50
GOGEBIC	59	5	64
GRAND TRAVERSE	315	8	323
GRATIOT	815	5	820
HILLSDALE	66	5	71
HOUGHTON	81	14	95
HURON	40	2	42
INGHAM	10,133	1,025	11,158
IONIA	1,407	15	1,422
IOSCO	56	5	61
IRON	54	1	55
ISABELLA	162	10	172
JACKSON	2,010	61	2,071
KALAMAZOO	1,083	99	1,182
KALKASKA	55	2	57
KENT	1,514	87	1,601
KEWEENAW	2	1	3
LAKE	37	1	38
LAPEER	445	7	452

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF55

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY
Pay End Date: December 28, 2019

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LEELANAU	4	2	6
LENAWEE	590	12	602
LIVINGSTON	561	21	582
LUCE	277	6	283
MACKINAC	115	63	178
MACOMB	1,387	13	1,400
MANISTEE	326	3	329
MARQUETTE	858	29	887
MASON	44	3	47
MECOSTA	82	8	90
MENOMINEE	30	8	38
MIDLAND	96	4	100
MISSAUKEE	64	4	68
MONROE	224	13	237
MONTCALM	602	9	611
MONTMORENCY	47	9	56
MUSKEGON	842	12	854
NEWAYGO	74	6	80
OAKLAND	1,170	77	1,247
OCEANA	92	8	100
OGEMAW	97	6	103
ONTONAGON	21	0	21
OSCEOLA	27	4	31
OSCODA	25	1	26
OTSEGO	303	23	326
OTTAWA	192	14	206
OUT OF STATE	36	3	39
PRESQUE ISLE	19	2	21
ROSCOMMON	125	9	134
SAGINAW	862	21	883
SANILAC	45	6	51
SCHOOLCRAFT	40	2	42
SHIAWASSEE	81	3	84
ST CLAIR	241	29	270
ST JOSEPH	80	3	83
TUSCOLA	433	90	523
VAN BUREN	252	19	271
WASHTENAW	1,460	33	1,493
WAYNE	5,066	164	5,230
WEXFORD	172	13	185
WORK AT HOME - MI	1,649	32	1,681
Grand Total:	45,602	2,841	48,443

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF55

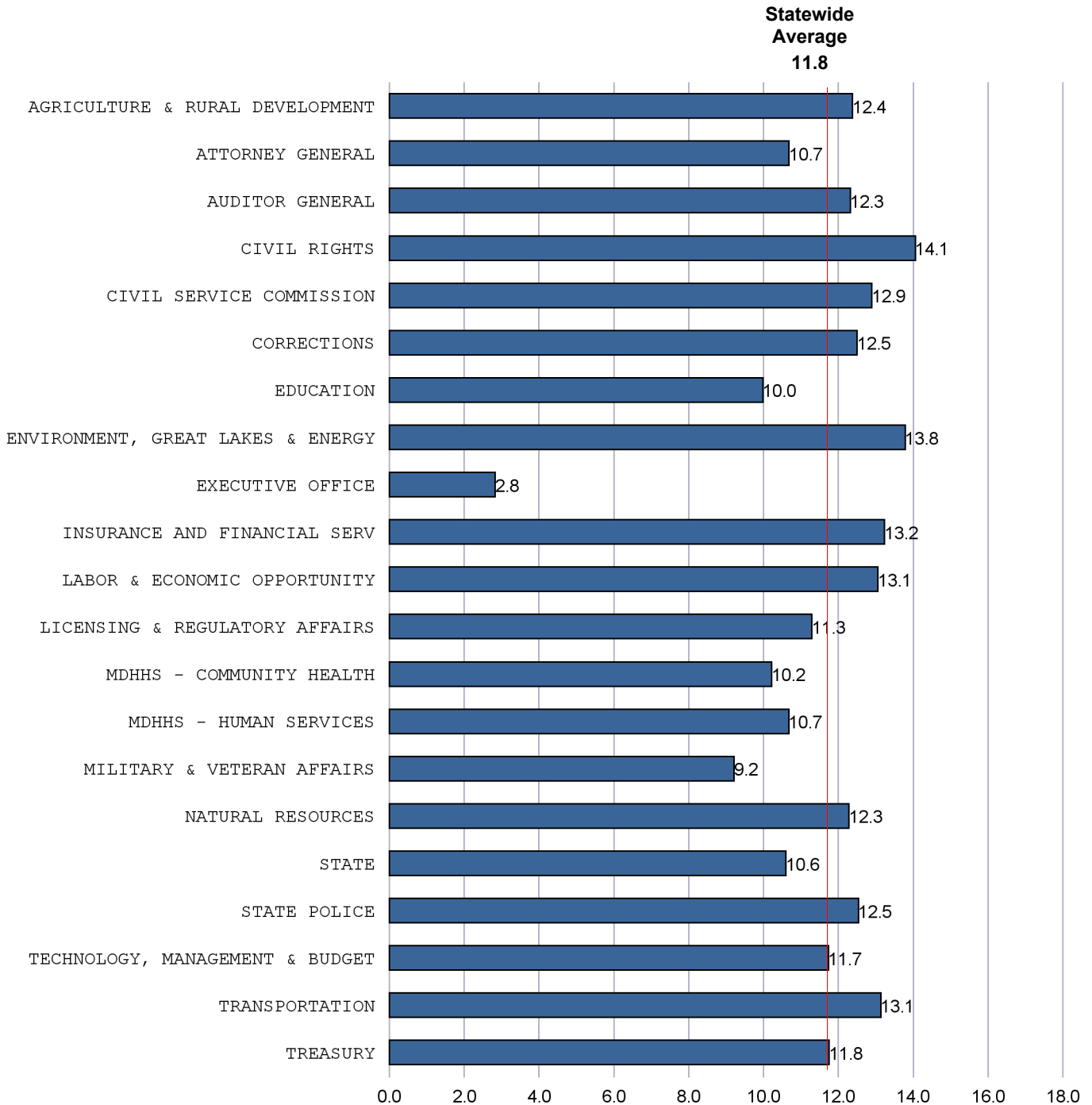
SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

STATE OF MICHIGAN

AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay End Date: December 28, 2019



Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

STATE OF MICHIGAN

Table 3-1

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: December 28, 2019

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AGRICULTURE & RURAL DEVELOPMENT																		
00 - 05 YEARS	69	90	2	5	0	0	2	3	1	1	0	0	0	2	74	101	0	0
06 - 10 YEARS	31	35	2	3	0	0	0	0	0	1	0	0	0	0	33	39	0	0
11 - 15 YEARS	19	24	1	2	0	1	1	0	0	0	0	0	0	0	21	27	0	0
16 - 20 YEARS	34	32	0	2	1	0	0	0	0	1	0	0	0	0	35	35	0	0
21 - 25 YEARS	23	16	1	0	0	0	0	2	0	1	0	0	0	0	24	19	0	1
26 - 30 YEARS	23	15	0	0	0	0	1	0	0	0	0	0	0	0	24	15	1	1
31 - 35 YEARS	6	7	0	3	0	0	0	0	0	0	0	0	0	0	6	10	0	1
36 - 40 YEARS	1	3	0	0	0	0	0	0	1	0	0	0	0	0	2	3	0	1
MORE THAN 40 YEARS	2	2	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0
DEPARTMENT TOTAL	208	224	6	15	1	1	4	5	2	4	0	0	0	2	221	251	1	4
MORE THAN 10 YEARS	108	99	2	7	1	1	2	2	1	2	0	0	0	0	114	111	1	4
AVERAGE YEARS	13.4	11.5	9.2	13.2	20.0	11.0	10.5	10.8	20.0	14.0	0.0	0.0	0.0	0.5	13.3	11.5	29.0	30.8

DEPARTMENT AVERAGE YEARS

12.4

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

STATE OF MICHIGAN

Table 3-1

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: December 28, 2019

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ATTORNEY GENERAL																		
00 - 05 YEARS	70	112	3	14	0	0	0	4	1	3	0	0	1	2	75	135	0	0
06 -10 YEARS	37	47	2	7	0	0	0	0	1	0	0	0	0	0	40	54	0	0
11 -15 YEARS	30	29	2	3	0	0	0	0	0	0	0	0	0	0	32	32	1	0
16 - 20 YEARS	17	29	3	4	0	0	0	2	0	1	0	0	0	0	20	36	0	0
21 - 25 YEARS	16	21	1	3	0	0	1	0	0	1	0	0	0	0	18	25	0	0
26 - 30 YEARS	9	2	0	0	0	0	0	1	0	0	0	0	0	0	9	3	0	0
31 - 35 YEARS	11	6	0	3	0	0	0	0	0	0	0	0	0	0	11	9	0	0
36 - 40 YEARS	3	5	1	0	0	0	1	0	0	0	0	0	0	0	5	5	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	194	251	12	34	0	0	2	7	2	5	0	0	1	2	211	299	1	0
MORE THAN 10 YEARS	87	92	7	13	0	0	2	3	0	2	0	0	0	0	96	110	1	0
AVERAGE YEARS	11.7	9.7	13.3	11.0	0.0	0.0	32.0	10.7	6.5	9.8	0.0	0.0	0.0	1.5	11.8	9.8	12.0	0.0

DEPARTMENT AVERAGE YEARS

10.7

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

STATE OF MICHIGAN

Table 3-1

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: December 28, 2019

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AUDITOR GENERAL																		
00 - 05 YEARS	33	32	3	0	0	0	2	1	0	0	0	0	0	0	38	33	0	0
06 -10 YEARS	11	12	0	0	0	0	0	0	0	0	0	0	0	0	11	12	0	0
11 -15 YEARS	2	6	0	0	0	0	0	0	0	0	0	0	0	0	2	6	0	0
16 - 20 YEARS	5	8	0	0	0	0	0	0	0	1	0	0	0	0	5	9	0	0
21 - 25 YEARS	10	10	1	1	0	0	0	0	0	0	0	0	0	0	11	11	0	0
26 - 30 YEARS	2	6	0	0	0	0	0	0	0	0	0	0	0	0	2	6	0	0
31 - 35 YEARS	5	6	1	0	0	0	0	0	0	0	0	0	0	0	6	6	0	1
36 - 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
DEPARTMENT TOTAL	71	81	5	1	0	0	2	1	0	1	0	0	0	0	78	84	0	1
MORE THAN 10 YEARS	27	37	2	1	0	0	0	0	0	1	0	0	0	0	29	39	0	1
AVERAGE YEARS	12.3	12.5	12.6	24.0	0.0	0.0	3.0	5.0	0.0	19.0	0.0	0.0	0.0	0.0	12.1	12.7	0.0	33.0

DEPARTMENT AVERAGE YEARS

12.4

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

STATE OF MICHIGAN

Table 3-1

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: December 28, 2019

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL RIGHTS																		
00 - 05 YEARS	3	6	2	4	0	1	0	1	0	0	0	0	1	0	6	12	0	0
06 -10 YEARS	0	7	3	5	0	0	0	1	0	0	0	0	0	1	3	14	0	0
11 -15 YEARS	0	3	3	11	0	0	0	2	0	1	0	0	0	0	3	17	0	0
16 - 20 YEARS	3	2	2	6	0	0	0	1	0	0	0	0	0	0	5	9	0	0
21 - 25 YEARS	2	1	2	5	0	0	0	0	0	0	0	0	0	0	4	6	0	0
26 - 30 YEARS	1	1	0	2	0	0	0	1	0	0	0	0	0	0	1	4	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 40 YEARS	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0
DEPARTMENT TOTAL	9	20	12	37	0	1	0	6	0	1	0	0	1	1	22	66	0	0
MORE THAN 10 YEARS	6	7	7	28	0	0	0	4	0	1	0	0	0	0	13	40	0	0
AVERAGE YEARS	15.3	10.2	12.2	17.5	0.0	2.0	0.0	12.5	0.0	11.0	0.0	0.0	5.0	8.0	13.1	14.3	0.0	0.0

DEPARTMENT AVERAGE YEARS

14.0

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

STATE OF MICHIGAN

Table 3-1

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: December 28, 2019

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL SERVICE COMMISSION																		
00 - 05 YEARS	22	97	3	19	0	2	1	5	0	1	0	0	3	3	29	127	0	1
06 -10 YEARS	10	49	5	8	0	1	0	0	0	2	0	0	0	0	15	60	0	0
11 -15 YEARS	10	34	1	4	0	0	0	2	0	0	0	0	0	0	11	40	1	0
16 - 20 YEARS	5	48	2	5	0	1	1	1	0	0	0	0	0	0	8	55	0	0
21 - 25 YEARS	6	30	1	3	0	0	0	0	0	2	0	0	0	0	7	35	0	0
26 - 30 YEARS	3	14	0	6	0	1	0	1	0	1	0	0	0	0	3	23	0	0
31 - 35 YEARS	1	19	1	12	0	1	0	6	0	0	0	0	0	0	2	38	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	3	0	1	0	1	0	0	0	0	0	0	0	0	0	5	0	1
DEPARTMENT TOTAL	57	294	13	58	0	7	2	15	0	6	0	0	3	3	75	383	1	2
MORE THAN 10 YEARS	25	148	5	31	0	4	1	10	0	3	0	0	0	0	31	196	1	1
AVERAGE YEARS	10.7	12.6	11.6	15.7	0.0	18.7	10.0	18.5	0.0	14.5	0.0	0.0	2.0	1.7	10.5	13.4	11.0	22.0
DEPARTMENT AVERAGE YEARS	12.9																	

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

STATE OF MICHIGAN

Table 3-1

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: December 28, 2019

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CORRECTIONS																		
00 - 05 YEARS	2,123	1,163	360	351	74	22	79	41	17	9	0	1	21	23	2,674	1,610	1	0
06 -10 YEARS	700	397	120	130	17	5	26	15	4	2	0	0	0	0	867	549	0	0
11 -15 YEARS	655	354	138	146	31	6	30	15	5	7	0	0	0	1	859	529	1	0
16 - 20 YEARS	1,044	400	142	158	22	9	26	21	7	3	0	0	0	0	1,241	591	2	1
21 - 25 YEARS	1,300	391	126	167	32	13	40	21	4	2	0	0	0	0	1,502	594	2	3
26 - 30 YEARS	338	121	39	39	9	3	6	5	3	0	0	0	0	0	395	168	4	5
31 - 35 YEARS	163	80	28	36	11	1	5	2	1	0	0	0	0	0	208	119	2	5
36 - 40 YEARS	10	15	4	9	0	0	0	1	0	0	0	0	0	0	14	25	4	1
MORE THAN 40 YEARS	13	6	1	5	0	0	0	0	0	0	0	0	0	0	14	11	2	0
DEPARTMENT TOTAL	6,346	2,927	958	1,041	196	59	212	121	41	23	0	1	21	24	7,774	4,196	18	15
MORE THAN 10 YEARS	3,523	1,367	478	560	105	32	107	65	20	12	0	0	0	1	4,233	2,037	17	15
AVERAGE YEARS	13.2	11.4	11.7	12.7	12.4	12.3	11.8	12.5	11.9	10.1	0.0	1.0	1.0	1.5	13.0	11.7	28.8	28.5
DEPARTMENT AVERAGE YEARS	12.5																	

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STATE OF MICHIGAN

Table 3-1

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: December 28, 2019

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EDUCATION																		
00 - 05 YEARS	36	99	2	17	0	0	3	4	2	5	0	0	0	3	43	128	0	0
06 -10 YEARS	34	84	1	18	1	0	0	3	0	1	0	0	0	0	36	106	0	1
11 -15 YEARS	26	46	3	8	0	0	0	0	1	1	0	0	0	0	30	55	0	0
16 - 20 YEARS	15	38	2	2	0	0	1	1	0	0	0	0	0	0	18	41	0	0
21 - 25 YEARS	6	19	2	1	0	0	0	1	0	0	0	0	0	0	8	21	1	0
26 - 30 YEARS	1	5	0	0	0	0	0	0	0	0	0	0	0	0	1	5	0	0
31 - 35 YEARS	2	7	0	2	0	0	0	0	0	1	0	0	0	0	2	10	0	0
36 - 40 YEARS	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	2	0	0
MORE THAN 40 YEARS	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0
DEPARTMENT TOTAL	120	301	10	49	1	0	4	10	3	8	0	0	0	3	138	371	1	1
MORE THAN 10 YEARS	50	118	7	14	0	0	1	3	1	2	0	0	0	0	59	137	1	0
AVERAGE YEARS	10.1	10.2	12.9	9.0	8.0	0.0	6.8	11.9	5.3	7.5	0.0	0.0	0.0	1.0	10.1	10.0	25.0	10.0

DEPARTMENT AVERAGE YEARS

10.0

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

STATE OF MICHIGAN

Table 3-1

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: December 28, 2019

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ENVIRONMENT, GREAT LAKES & ENERGY																		
00 - 05 YEARS	183	205	2	11	1	2	4	2	7	5	0	0	1	7	198	232	0	0
06 -10 YEARS	63	70	0	4	0	0	0	1	0	5	0	0	0	0	63	80	0	0
11 -15 YEARS	51	75	3	1	0	0	0	1	0	1	0	0	0	0	54	78	0	0
16 - 20 YEARS	91	67	3	1	0	1	1	3	1	0	0	0	0	0	96	72	0	0
21 - 25 YEARS	53	48	0	3	0	0	1	0	3	5	0	0	0	0	57	56	0	0
26 - 30 YEARS	83	46	3	1	0	0	4	1	5	2	0	0	0	0	95	50	3	1
31 - 35 YEARS	33	21	3	3	0	1	1	2	0	0	0	0	0	0	37	27	0	0
36 - 40 YEARS	9	5	1	1	0	0	0	0	0	0	0	0	0	0	10	6	1	1
MORE THAN 40 YEARS	9	5	1	1	1	0	0	0	0	0	0	0	0	0	11	6	2	1
DEPARTMENT TOTAL	575	542	16	26	2	4	11	10	16	18	0	0	1	7	621	607	6	3
MORE THAN 10 YEARS	329	267	14	11	1	2	7	7	9	8	0	0	0	0	360	295	6	3
AVERAGE YEARS	15.0	12.2	22.7	13.3	21.0	13.0	17.5	17.2	14.8	12.7	0.0	0.0	3.0	0.6	15.3	12.2	35.3	37.0

DEPARTMENT AVERAGE YEARS

13.8

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

STATE OF MICHIGAN

Table 3-1

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: December 28, 2019

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EXECUTIVE OFFICE																		
00 - 05 YEARS	17	30	6	8	0	1	0	3	0	1	0	0	0	0	23	43	0	0
06 -10 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
11 -15 YEARS	2	2	0	1	0	0	0	0	0	0	0	0	0	0	2	3	0	0
16 - 20 YEARS	0	0	0	1	0	0	0	2	0	0	0	0	0	0	0	3	0	0
21 - 25 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	19	34	6	10	0	1	0	5	0	1	0	0	0	0	25	51	0	0
MORE THAN 10 YEARS	2	3	0	2	0	0	0	2	0	0	0	0	0	0	2	7	0	0
AVERAGE YEARS	2.2	2.6	0.5	4.5	0.0	1.0	0.0	8.0	0.0	2.0	0.0	0.0	0.0	0.0	1.8	3.4	0.0	0.0

DEPARTMENT AVERAGE YEARS

2.9

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

STATE OF MICHIGAN

Table 3-1

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: December 28, 2019

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
INSURANCE AND FINANCIAL SERV																		
00 - 05 YEARS	39	36	1	3	0	0	1	0	0	1	0	0	1	1	42	41	0	0
06 -10 YEARS	13	20	2	5	0	1	3	0	0	2	0	0	0	0	18	28	0	0
11 -15 YEARS	17	30	1	6	0	0	1	2	0	1	0	0	0	0	19	39	0	0
16 - 20 YEARS	15	29	2	1	0	0	0	1	1	0	0	0	0	0	18	31	0	0
21 - 25 YEARS	5	20	0	3	0	0	0	1	0	0	0	0	0	0	5	24	0	1
26 - 30 YEARS	6	8	0	1	0	0	0	0	0	0	0	0	0	0	6	9	0	1
31 - 35 YEARS	7	6	2	1	0	0	0	1	1	0	0	0	0	0	10	8	0	1
36 - 40 YEARS	2	2	0	0	0	0	1	0	0	0	0	0	0	0	3	2	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0
DEPARTMENT TOTAL	105	152	8	20	0	1	6	5	2	4	0	0	1	1	122	183	0	3
MORE THAN 10 YEARS	53	96	5	12	0	0	2	5	2	1	0	0	0	0	62	114	0	3
AVERAGE YEARS	12.3	13.8	15.6	13.3	0.0	8.0	12.3	19.8	24.0	8.3	0.0	0.0	0.0	1.0	12.6	13.7	0.0	28.3

DEPARTMENT AVERAGE YEARS

13.2

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

STATE OF MICHIGAN

Table 3-1

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: December 28, 2019

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
LABOR & ECONOMIC OPPORTUNITY																		
00 - 05 YEARS	170	284	35	106	1	3	10	17	3	9	1	0	3	9	223	428	2	1
06 -10 YEARS	81	167	20	63	4	1	3	8	1	1	0	0	0	0	109	240	0	1
11 -15 YEARS	89	154	26	95	2	1	10	5	2	1	0	0	0	0	129	256	3	2
16 - 20 YEARS	73	158	24	137	1	2	6	5	3	5	0	0	0	0	107	307	2	1
21 - 25 YEARS	40	59	7	39	1	1	3	3	1	2	0	0	0	0	52	104	2	0
26 - 30 YEARS	27	35	9	22	0	0	0	4	0	2	0	0	0	0	36	63	1	7
31 - 35 YEARS	15	36	10	28	1	0	6	3	2	1	0	0	0	0	34	68	2	3
36 - 40 YEARS	7	13	1	10	0	0	1	1	0	0	0	0	0	0	9	24	1	0
MORE THAN 40 YEARS	6	21	2	14	0	0	0	0	0	0	0	0	0	0	8	35	4	2
DEPARTMENT TOTAL	508	927	134	514	10	8	39	46	12	21	1	0	3	9	707	1,525	17	17
MORE THAN 10 YEARS	257	476	79	345	5	4	26	21	8	11	0	0	0	0	375	857	15	15
AVERAGE YEARS	12.2	12.5	13.6	15.1	13.5	11.6	14.8	12.7	14.9	12.6	3.0	0.0	0.3	1.2	12.6	13.3	25.1	25.9

DEPARTMENT AVERAGE YEARS

13.1

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

STATE OF MICHIGAN

Table 3-1

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: December 28, 2019

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
LICENSING & REGULATORY AFFAIRS																		
00 - 05 YEARS	213	290	13	37	2	2	7	12	2	6	0	0	2	11	239	358	0	0
06 -10 YEARS	103	137	8	29	1	0	2	3	1	2	0	0	0	0	115	171	0	0
11 -15 YEARS	81	116	4	26	0	1	1	3	4	3	0	0	0	0	90	149	0	0
16 - 20 YEARS	46	97	7	32	0	2	1	4	0	1	0	0	0	0	54	136	0	0
21 - 25 YEARS	41	63	3	16	0	1	1	2	0	3	0	0	0	0	45	85	1	0
26 - 30 YEARS	17	31	1	7	0	0	0	3	0	1	0	0	0	0	18	42	1	0
31 - 35 YEARS	13	25	2	11	0	1	0	4	3	1	0	0	0	0	18	42	0	3
36 - 40 YEARS	4	8	1	1	0	0	0	0	0	0	0	0	0	0	5	9	0	0
MORE THAN 40 YEARS	8	5	2	0	0	0	0	0	0	0	0	0	0	0	10	5	0	1
DEPARTMENT TOTAL	526	772	41	159	3	7	12	31	10	17	0	0	2	11	594	997	2	4
MORE THAN 10 YEARS	210	345	20	93	0	5	3	16	7	9	0	0	0	0	240	468	2	4
AVERAGE YEARS	10.4	11.3	13.9	13.8	5.3	17.0	7.9	13.8	16.3	12.6	0.0	0.0	0.0	1.0	10.6	11.7	25.0	33.8

DEPARTMENT AVERAGE YEARS

11.3

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

STATE OF MICHIGAN

Table 3-1

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE

RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS

Pay End Date: December 28, 2019

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	353	664	148	295	2	2	13	31	18	31	1	0	7	14	542	1,037	0	0
06 -10 YEARS	149	300	59	119	1	4	6	13	6	12	0	0	0	0	221	448	0	1
11 -15 YEARS	96	191	26	49	0	2	3	9	5	5	0	0	0	0	130	256	0	0
16 - 20 YEARS	97	186	28	67	1	1	5	4	5	11	0	0	0	0	136	269	1	1
21 - 25 YEARS	73	117	21	39	1	2	2	3	1	4	0	0	0	0	98	165	1	1
26 - 30 YEARS	31	50	12	21	1	0	1	0	0	4	0	0	0	0	45	75	2	4
31 - 35 YEARS	24	40	14	19	0	1	2	3	3	1	0	0	0	0	43	64	1	3
36 - 40 YEARS	8	19	4	6	0	0	0	1	1	0	0	0	0	0	13	26	0	4
MORE THAN 40 YEARS	6	22	4	2	0	1	1	0	1	0	0	0	0	0	12	25	1	2
DEPARTMENT TOTAL	837	1,589	316	617	6	13	33	64	40	68	1	0	7	14	1,240	2,365	6	16
MORE THAN 10 YEARS	335	625	109	203	3	7	14	20	16	25	0	0	0	0	477	880	6	15
AVERAGE YEARS	10.6	10.4	10.3	9.4	13.7	15.7	11.2	8.9	11.2	10.1	3.0	0.0	0.3	0.8	10.5	10.1	29.7	31.0

DEPARTMENT AVERAGE YEARS

10.2

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STATE OF MICHIGAN

Table 3-1

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: December 28, 2019

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MDHHS - HUMAN SERVICES																		
00 - 05 YEARS	465	1,859	179	871	7	25	30	99	4	15	1	1	26	56	712	2,926	1	0
06 -10 YEARS	393	1,440	126	743	5	16	21	59	2	10	0	0	0	0	547	2,268	0	4
11 -15 YEARS	168	814	47	404	1	5	12	49	4	8	0	0	0	0	232	1,280	0	2
16 - 20 YEARS	131	585	36	351	0	4	12	35	1	6	0	0	0	0	180	981	0	4
21 - 25 YEARS	116	325	44	285	1	4	6	30	3	3	0	0	0	0	170	647	0	5
26 - 30 YEARS	53	163	19	122	0	2	4	21	0	4	0	0	0	0	76	312	3	8
31 - 35 YEARS	36	65	10	56	0	0	6	9	1	1	0	0	0	0	53	131	5	2
36 - 40 YEARS	12	45	4	45	0	1	1	2	0	3	0	0	0	0	17	96	2	3
MORE THAN 40 YEARS	15	34	5	43	0	0	1	2	0	0	0	0	0	0	21	79	1	3
DEPARTMENT TOTAL	1,389	5,330	470	2,920	14	57	93	306	15	50	1	1	26	56	2,008	8,720	12	31
MORE THAN 10 YEARS	531	2,031	165	1,306	2	16	42	148	9	25	0	0	0	0	749	3,526	11	27
AVERAGE YEARS	10.8	10.1	10.4	11.8	6.3	9.1	12.5	12.0	13.2	13.2	2.0	3.0	1.3	1.1	10.7	10.7	30.8	25.5
DEPARTMENT AVERAGE YEARS																		
10.7																		

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

STATE OF MICHIGAN

Table 3-1

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: December 28, 2019

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MILITARY & VETERAN AFFAIRS																		
00 - 05 YEARS	162	158	9	14	0	4	9	3	3	2	0	0	2	2	185	183	1	0
06 -10 YEARS	68	45	5	2	0	0	2	0	1	1	0	0	0	0	76	48	0	0
11 -15 YEARS	47	33	0	5	1	0	0	1	0	2	0	0	0	0	48	41	0	0
16 - 20 YEARS	34	28	3	7	0	0	1	1	0	1	0	0	0	0	38	37	0	0
21 - 25 YEARS	18	28	1	5	0	0	3	0	0	0	0	0	0	0	22	33	0	0
26 - 30 YEARS	20	11	1	1	0	0	2	0	0	0	0	0	0	0	23	12	0	0
31 - 35 YEARS	7	2	0	1	0	1	0	0	0	0	0	0	0	0	7	4	1	0
36 - 40 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	0	0	3	1	1	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	360	306	19	35	1	5	17	5	4	6	0	0	2	2	403	359	3	0
MORE THAN 10 YEARS	130	103	5	19	1	1	6	2	0	3	0	0	0	0	142	128	2	0
AVERAGE YEARS	9.6	8.6	9.1	11.8	11.0	8.6	10.5	7.2	4.3	9.7	0.0	0.0	1.5	0.0	9.5	8.9	24.3	0.0

DEPARTMENT AVERAGE YEARS

9.2

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

STATE OF MICHIGAN

Table 3-1

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: December 28, 2019

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	341	262	7	18	2	2	2	2	3	2	0	0	3	3	358	289	0	1
06 -10 YEARS	151	83	3	5	1	0	4	0	1	0	0	0	0	0	160	88	0	0
11 -15 YEARS	132	57	2	1	0	0	2	0	0	0	0	0	0	0	136	58	1	0
16 - 20 YEARS	184	64	0	1	2	0	3	1	2	0	0	0	0	0	191	66	0	1
21 - 25 YEARS	157	44	1	1	2	1	1	0	2	1	0	0	0	0	163	47	1	0
26 - 30 YEARS	70	23	0	3	0	0	0	0	0	0	0	0	0	0	70	26	1	0
31 - 35 YEARS	50	23	4	1	2	1	0	4	0	0	0	0	0	0	56	29	0	2
36 - 40 YEARS	7	6	1	0	0	0	0	0	0	0	0	0	0	0	8	6	0	0
MORE THAN 40 YEARS	12	3	0	0	0	0	0	0	0	0	0	0	0	0	12	3	0	0
DEPARTMENT TOTAL	1,104	565	18	30	9	4	12	7	8	3	0	0	3	3	1,154	612	3	4
MORE THAN 10 YEARS	612	220	8	7	6	2	6	5	4	1	0	0	0	0	636	235	3	3
AVERAGE YEARS	13.5	10.1	13.8	7.7	17.8	15.8	11.0	21.1	11.0	9.0	0.0	0.0	0.3	1.0	13.4	10.1	21.7	21.5

DEPARTMENT AVERAGE YEARS

12.3

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

STATE OF MICHIGAN

Table 3-1

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: December 28, 2019

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE																		
00 - 05 YEARS	114	367	25	92	0	3	7	21	4	8	0	1	3	3	153	495	0	0
06 -10 YEARS	58	149	5	44	0	0	3	8	0	2	0	0	1	0	67	203	0	0
11 -15 YEARS	21	51	2	7	0	0	0	3	0	1	0	0	0	0	23	62	0	0
16 - 20 YEARS	25	111	7	26	0	2	2	6	0	2	0	0	0	0	34	147	1	1
21 - 25 YEARS	20	69	0	19	0	3	1	5	1	2	0	0	0	0	22	98	0	1
26 - 30 YEARS	4	35	1	13	0	0	0	6	1	0	0	0	0	0	6	54	1	4
31 - 35 YEARS	9	19	4	22	0	0	1	2	1	2	0	0	0	0	15	45	1	2
36 - 40 YEARS	0	5	0	3	0	0	0	1	0	0	0	0	0	0	0	9	0	0
MORE THAN 40 YEARS	5	8	2	2	0	2	0	0	0	0	0	0	0	0	7	12	0	0
DEPARTMENT TOTAL	256	814	46	228	0	10	14	52	7	17	0	1	4	3	327	1,125	3	8
MORE THAN 10 YEARS	84	298	16	92	0	7	4	23	3	7	0	0	0	0	107	427	3	8
AVERAGE YEARS	9.7	10.3	10.5	12.4	0.0	20.0	8.5	12.2	13.6	11.3	0.0	1.0	3.3	0.3	9.7	10.8	28.0	28.3

DEPARTMENT AVERAGE YEARS

10.6

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

STATE OF MICHIGAN

Table 3-1

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: December 28, 2019

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE POLICE																		
00 - 05 YEARS	580	280	53	22	6	0	13	10	6	3	0	0	7	1	665	316	0	0
06 -10 YEARS	416	139	12	5	4	1	13	5	3	1	0	0	0	0	448	151	0	0
11 -15 YEARS	111	80	5	4	0	1	7	3	2	1	0	0	0	0	125	89	0	0
16 - 20 YEARS	226	79	3	5	3	0	1	3	0	0	0	0	0	0	233	87	0	1
21 - 25 YEARS	478	95	30	7	9	0	12	0	6	0	0	0	0	0	535	102	0	0
26 - 30 YEARS	133	21	13	1	3	0	3	0	1	0	0	0	0	0	153	22	1	0
31 - 35 YEARS	40	24	4	4	1	0	1	1	0	0	0	0	0	0	46	29	2	2
36 - 40 YEARS	3	6	0	0	0	0	0	1	0	0	0	0	0	0	3	7	0	0
MORE THAN 40 YEARS	1	2	0	0	0	0	0	0	0	0	0	0	0	0	1	2	0	0
DEPARTMENT TOTAL	1,988	726	120	48	26	2	50	23	18	5	0	0	7	1	2,209	805	3	3
MORE THAN 10 YEARS	992	307	55	21	16	1	24	8	9	1	0	0	0	0	1,096	338	3	3
AVERAGE YEARS	13.2	11.0	12.9	11.5	16.4	9.0	12.7	10.6	12.8	5.4	0.0	0.0	1.7	2.0	13.2	11.0	31.3	27.3
DEPARTMENT AVERAGE YEARS	12.6																	

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

STATE OF MICHIGAN

Table 3-1

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: December 28, 2019

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TECHNOLOGY, MANAGEMENT & BUDGET																		
00 - 05 YEARS	555	308	24	39	4	0	17	13	46	62	0	0	6	11	652	433	1	0
06 -10 YEARS	365	135	21	18	1	1	7	6	27	34	0	0	1	0	422	194	0	0
11 -15 YEARS	184	90	10	10	0	0	1	1	17	22	0	0	0	0	212	123	0	0
16 - 20 YEARS	173	102	5	6	0	1	2	2	25	10	0	0	0	0	205	121	0	0
21 - 25 YEARS	192	91	12	11	1	0	6	2	8	2	0	0	0	0	219	106	1	2
26 - 30 YEARS	60	41	7	8	1	2	2	3	6	1	0	0	0	0	76	55	1	1
31 - 35 YEARS	35	46	11	12	0	0	3	2	4	3	0	0	0	0	53	63	1	2
36 - 40 YEARS	10	11	2	3	0	0	0	0	1	1	0	0	0	0	13	15	2	0
MORE THAN 40 YEARS	21	17	2	1	0	0	1	3	0	0	0	0	0	0	24	21	1	0
DEPARTMENT TOTAL	1,595	841	94	108	7	4	39	32	134	135	0	0	7	11	1,876	1,131	7	5
MORE THAN 10 YEARS	675	398	49	51	2	3	15	13	61	39	0	0	0	0	802	504	6	5
AVERAGE YEARS	11.3	12.6	15.2	13.9	9.6	18.8	12.4	14.4	10.9	8.3	0.0	0.0	2.3	0.7	11.5	12.2	28.7	28.0

DEPARTMENT AVERAGE YEARS

11.8

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

STATE OF MICHIGAN

Table 3-1

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: December 28, 2019

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	639	239	23	23	16	11	13	10	14	12	0	0	3	3	708	298	0	0
06 -10 YEARS	163	77	8	5	3	0	2	4	1	2	0	0	0	0	177	88	0	0
11 -15 YEARS	241	91	6	11	5	0	5	0	5	2	0	0	0	0	262	104	0	0
16 - 20 YEARS	319	116	10	11	3	1	4	2	5	5	0	0	0	0	341	135	1	1
21 - 25 YEARS	162	66	12	4	6	3	3	0	4	7	0	0	0	0	187	80	0	0
26 - 30 YEARS	131	46	7	6	0	2	3	0	2	1	0	0	0	0	143	55	5	4
31 - 35 YEARS	110	37	10	10	4	0	5	2	3	1	0	0	0	0	132	50	3	4
36 - 40 YEARS	18	5	3	4	0	0	1	0	1	0	0	0	0	0	23	9	0	0
MORE THAN 40 YEARS	10	13	4	4	0	0	1	0	1	0	0	0	0	0	16	17	0	2
DEPARTMENT TOTAL	1,793	690	83	78	37	17	37	18	36	30	0	0	3	3	1,989	836	9	11
MORE THAN 10 YEARS	991	374	52	50	18	6	22	4	21	16	0	0	0	0	1,104	450	9	11
AVERAGE YEARS	13.0	12.9	17.2	17.2	11.9	9.9	15.6	7.7	14.3	12.4	0.0	0.0	0.3	0.7	13.2	13.1	29.2	31.8

DEPARTMENT AVERAGE YEARS

13.1

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

STATE OF MICHIGAN

Table 3-1

ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: December 28, 2019

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TREASURY																		
00 - 05 YEARS	179	252	21	72	1	1	6	17	8	10	0	0	8	8	223	360	0	0
06 -10 YEARS	119	148	13	37	0	0	2	9	1	3	0	0	1	2	136	199	0	0
11 -15 YEARS	55	137	14	20	0	3	0	4	1	4	0	0	0	0	70	168	0	0
16 - 20 YEARS	75	106	8	29	1	0	1	3	5	5	0	0	0	0	90	143	1	0
21 - 25 YEARS	32	53	4	11	0	1	2	2	1	0	0	0	0	0	39	67	0	0
26 - 30 YEARS	19	20	1	11	0	2	0	3	1	0	0	0	0	0	21	36	1	2
31 - 35 YEARS	21	33	11	14	0	0	1	7	1	0	0	0	0	0	34	54	1	2
36 - 40 YEARS	1	11	1	3	0	0	2	2	0	0	0	0	0	0	4	16	1	0
MORE THAN 40 YEARS	5	12	1	4	0	0	1	0	0	0	0	0	0	0	7	16	1	0
DEPARTMENT TOTAL	506	772	74	201	2	7	15	47	18	22	0	0	9	10	624	1,059	5	4
MORE THAN 10 YEARS	208	372	40	92	1	6	7	21	9	9	0	0	0	0	265	500	5	4
AVERAGE YEARS	11.0	11.9	14.0	12.6	9.5	16.9	16.7	14.1	11.2	8.4	0.0	0.0	1.7	2.1	11.4	12.0	31.8	30.3

DEPARTMENT AVERAGE YEARS

11.8

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
Pay End Date: December 28, 2019

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																		
00 - 05 YEARS	6,366	6,833	921	2,021	116	81	219	299	139	186	3	3	98	162	7,862	9,585	6	3
06 -10 YEARS	2,965	3,542	415	1,250	38	30	94	135	49	81	0	0	3	3	3,564	5,041	0	7
11 -15 YEARS	2,037	2,417	294	814	40	20	73	100	46	60	0	0	0	1	2,490	3,412	7	4
16 - 20 YEARS	2,612	2,285	287	852	34	24	67	98	55	52	0	0	0	0	3,055	3,311	8	11
21 - 25 YEARS	2,750	1,567	269	623	53	29	82	72	34	35	0	0	0	0	3,188	2,326	9	14
26 - 30 YEARS	1,031	694	113	264	14	12	26	49	19	16	0	0	0	0	1,203	1,035	25	38
31 - 35 YEARS	588	502	115	238	19	7	31	48	20	11	0	0	0	0	773	806	19	33
36 - 40 YEARS	99	161	23	87	0	1	7	10	4	4	0	0	0	0	133	263	12	10
MORE THAN 40 YEARS	118	157	24	80	1	4	5	5	2	0	0	0	0	0	150	246	12	12
STATEWIDE TOTAL	18,566	18,158	2,461	6,229	315	208	604	816	368	445	3	3	101	166	22,418	26,025	98	132
MORE THAN 10 YEARS	9,235	7,783	1,125	2,958	161	97	291	382	180	178	0	0	1	1	10,992	11,399	92	122
AVERAGE YEARS	12.5	11.0	11.9	12.2	12.5	12.3	12.4	12.3	12.1	10.3	2.7	1.7	1.3	1.2	12.3	11.2	28.3	28.0
STATEWIDE AVERAGE YEARS	11.8																	

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to employee's classified continuous service hours, they are not subtracted.

STATE OF MICHIGAN
STATEWIDE SEPARATIONS BY REASON
First Quarter of FY 2020

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	21	1.6%
Dismissal	68	5.1%
Expired Appointment	139	10.5%
Total Involuntary Separations	228	17.2%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	579	43.6%
Layoff/Leave of Absence Rights Expired	33	2.5%
Waived Rights Leave of Absence	54	4.0%
Settlement	0	0.0%
Total Voluntary Separations	666	50.1%
<i>RETIREMENT</i>		
Retirement	413	31.0%
Disability Retirement	13	1.0%
Deferred Retirement	9	0.7%
Total Retirements	435	32.7%
<i>UNDEFINED SEPARATIONS</i>		
Undefined Separations	0	0.0%
TOTAL SEPARATIONS	1,329	100.0%

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, and noncareer in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent approximately 81.7 percent of all noncareer appointments at this time.

Source: Michigan Civil Service Commission HWF10

STATE OF MICHIGAN
NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT
September 22, 2019 Through December 28, 2019

NUMBER OF HIRES AND RETURNS**NUMBER OF SEPARATIONS AND LAYOFFS**

	NON		RETURNS FROM									
	CAREER	CAREER	WAIVED RIGHTS		TOTAL		SEASONAL	RIF	MED	UNDEFINED	TOTAL	NET
DEPARTMENT	HIRES	HIRES	RECALLS	LEAVES	APPOINTMENTS	SEPARATIONS	LAYOFFS	LAYOFFS	LAYOFFS	LAYOFFS	SEPARATIONS	TOTAL
AGRICULTURE & RURAL DEVELOPMENT	6	2	0	0	8	2	0	0	0	0	2	6
ATTORNEY GENERAL	9	0	0	0	9	11	0	0	0	0	11	-2
AUDITOR GENERAL	0	1	0	0	1	1	0	0	0	0	1	0
CIVIL RIGHTS	1	0	0	0	1	2	0	0	0	0	2	-1
CIVIL SERVICE COMMISSION	8	1	0	0	9	2	0	0	0	0	2	7
CORRECTIONS	135	7	4	1	147	241	0	4	0	0	245	-98
EDUCATION	5	2	0	0	7	9	0	0	0	0	9	-2
ENVIRONMENT, GREAT LAKES & ENERGY	30	2	0	0	32	13	0	0	0	0	13	19
EXECUTIVE OFFICE	2	0	0	0	2	1	0	0	0	0	1	1
INSURANCE AND FINANCIAL SERV	3	0	0	0	3	6	0	0	0	0	6	-3
LABOR & ECONOMIC OPPORTUNITY	37	1	1	0	39	29	6	0	0	0	35	4
LICENSING AND REGULATORY AFF	24	4	0	1	29	35	0	0	0	0	35	-6
MDHHS - COMMUNITY HEALTH	129	2	0	0	131	49	0	0	0	0	49	82
MDHHS - HUMAN SERVICES	302	0	2	0	304	154	11	0	0	0	165	139
MILITARY & VETERAN AFFAIRS	23	1	1	0	25	22	4	1	0	0	27	-2
NATURAL RESOURCES	15	112	2	0	129	481	158	0	0	0	639	-510
STATE	39	0	0	0	39	38	0	0	0	0	38	1
STATE POLICE	19	0	0	0	19	29	0	0	0	0	29	-10
TECHNOLOGY, MANAGEMENT & BUDGET	33	12	0	0	45	50	0	0	0	0	50	-5
TRANSPORTATION	163	20	1	1	185	48	10	0	0	0	58	127
TREASURY	25	13	0	0	38	16	0	0	0	0	16	22
STATEWIDE TOTALS:	1,008	180	11	3	1,202	1,239	189	5	0	0	1,433	-231

Comment: This report reflects active classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation for hires, rehires and returns. This report reflects waived rights, departure, and retirement for separations.

Source: Michigan Civil Service Commission HWF35

SECTION FOUR

EQUAL EMPLOYMENT OPPORTUNITY REPORT

Section Four provides information required by the federal Equal Employment Opportunity Commission, the Office of Federal Contract Compliance, and the state's Equal Employment Opportunity Plan. The state maintains and reports data on the race/ethnic groups, gender, and disability status of its workforce.

BREAKDOWNS

Race/Ethnic Group. State employees are identified by their race/ethnic status in the following federally-defined groups:

1. White
2. Black or African American
3. American Indian or Alaska Native
4. Hispanic or Latino
5. Asian
6. Native Hawaiian or Other Pacific Islander
7. Two or More Races

Disabled. Employees have been permitted to identify themselves as "disabled." There is no uniform or objective definition of "disabled." Identification as "disabled" does not imply that the employee meets the definition of "disabled" in Civil Service Rule 1-9 or state and federal discrimination statutes.

Gender. Each race/ethnic group is further broken down by gender of male or female.

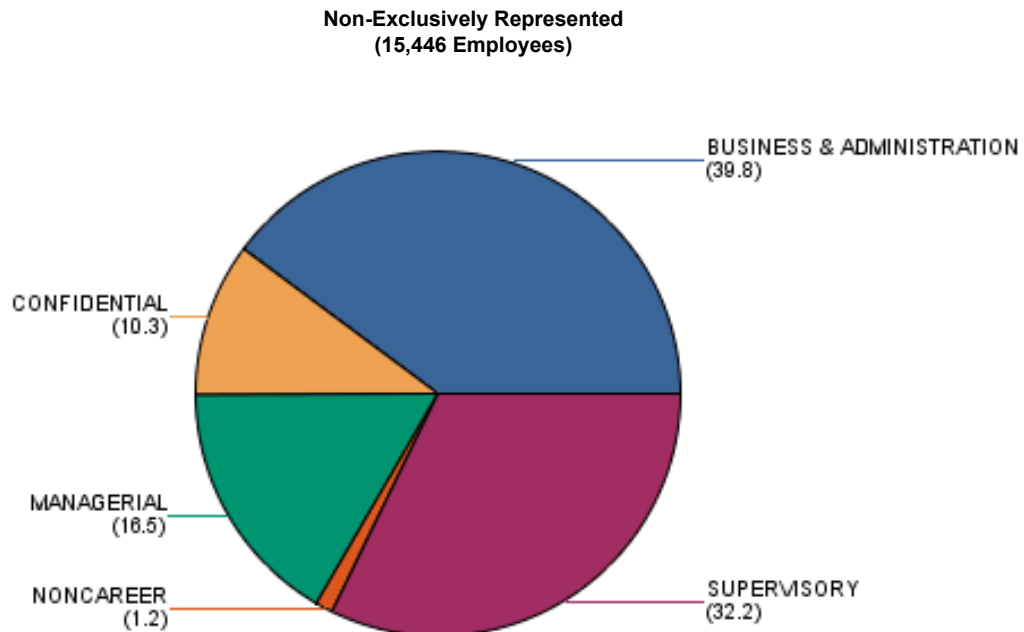
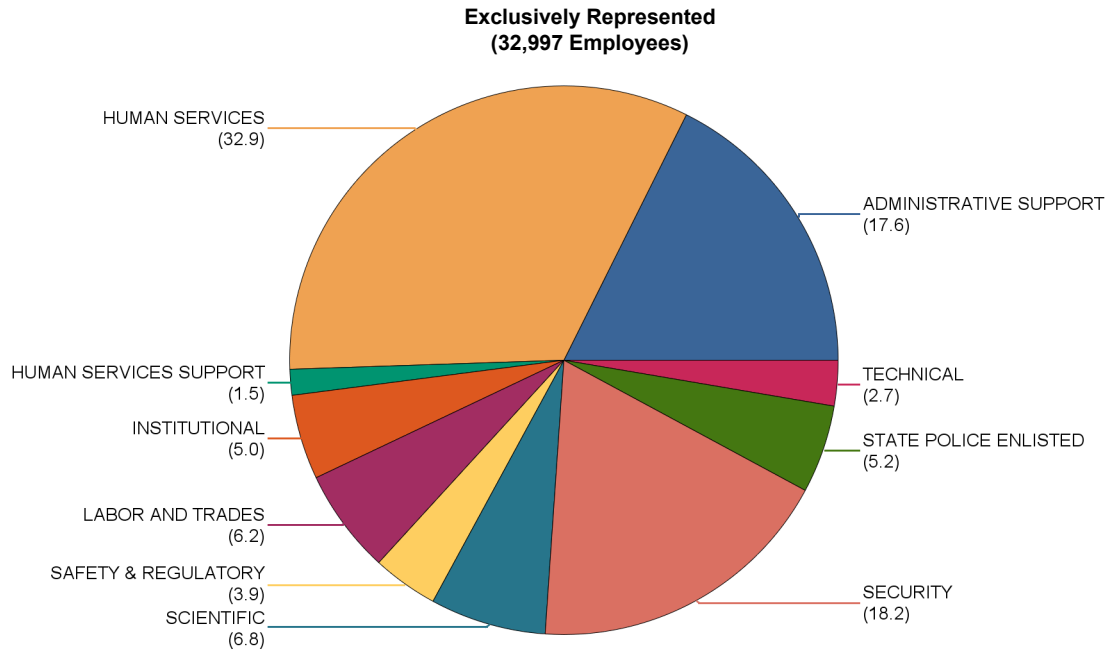
Job Categories. The workforce data is broken down into eight broad job categories reported in the state's workforce analysis (EEO-4 Report). The job categories are the following:

1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

STATE OF MICHIGAN BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT Fiscal Year 2019-20



Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation, in primary positions only.

Of 48,443 classified employees, 68.1 percent were exclusively represented by one of six employee organizations.

Source: Michigan Civil Service Commission HWF44

STATE OF MICHIGAN

Table 5-1

ACTIVE EMPLOYEES PAYING UNION DUES BY BARGAINING UNIT

Pay End Date: December 28, 2019

					MSEA		UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
BARGAINING UNIT CODE/NAME			TOTAL EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	
A02	SAFETY & REGULATORY		1,278	806	63.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
A31	LABOR AND TRADES		2,033	1,290	63.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
C12	SECURITY		6,012	0	0.0	0	0.0	5,468	91.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
E42	HUMAN SERVICES SUPPORT		502	0	0.0	0	0.0	0	0.0	407	81.1	0	0.0	0	0.0	0	0.0	0	0.0	
H21	SCIENTIFIC		2,254	0	0.0	0	0.0	0	0.0	0	0.0	1,607	71.3	0	0.0	0	0.0	0	0.0	
L32	TECHNICAL		884	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	594	67.2	0	0.0	0	0.0	
T01	STATE POLICE ENLISTED		1,713	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,705	99.5	0	0.0	
U11	INSTITUTIONAL		1,649	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,334	80.9	
W22	HUMAN SERVICES		10,855	0	0.0	9,048	83.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
W41	ADMINISTRATIVE SUPPORT		5,817	0	0.0	3,865	66.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Y23	BUSINESS & ADMINISTRATION		6,149	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Y51	SUPERVISORY		4,975	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Y52	NONCAREER		179	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Y98	MANAGERIAL		2,557	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
Y99	CONFIDENTIAL		1,586	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
EXCLUSIVELY REPRESENTED TOTAL			32,997	2,096	6.4	12,913	39.1	5,468	16.6	407	1.2	1,607	4.9	594	1.8	1,705	5.2	1,334	4.0	
NON-EXCLUSIVELY REPRESENTED TOTAL			15,446	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	
STATEWIDE TOTAL			48,443	2,096	4.3	12,913	26.7	5,468	11.3	407	0.8	1,607	3.3	594	1.2	1,705	3.5	1,334	2.8	

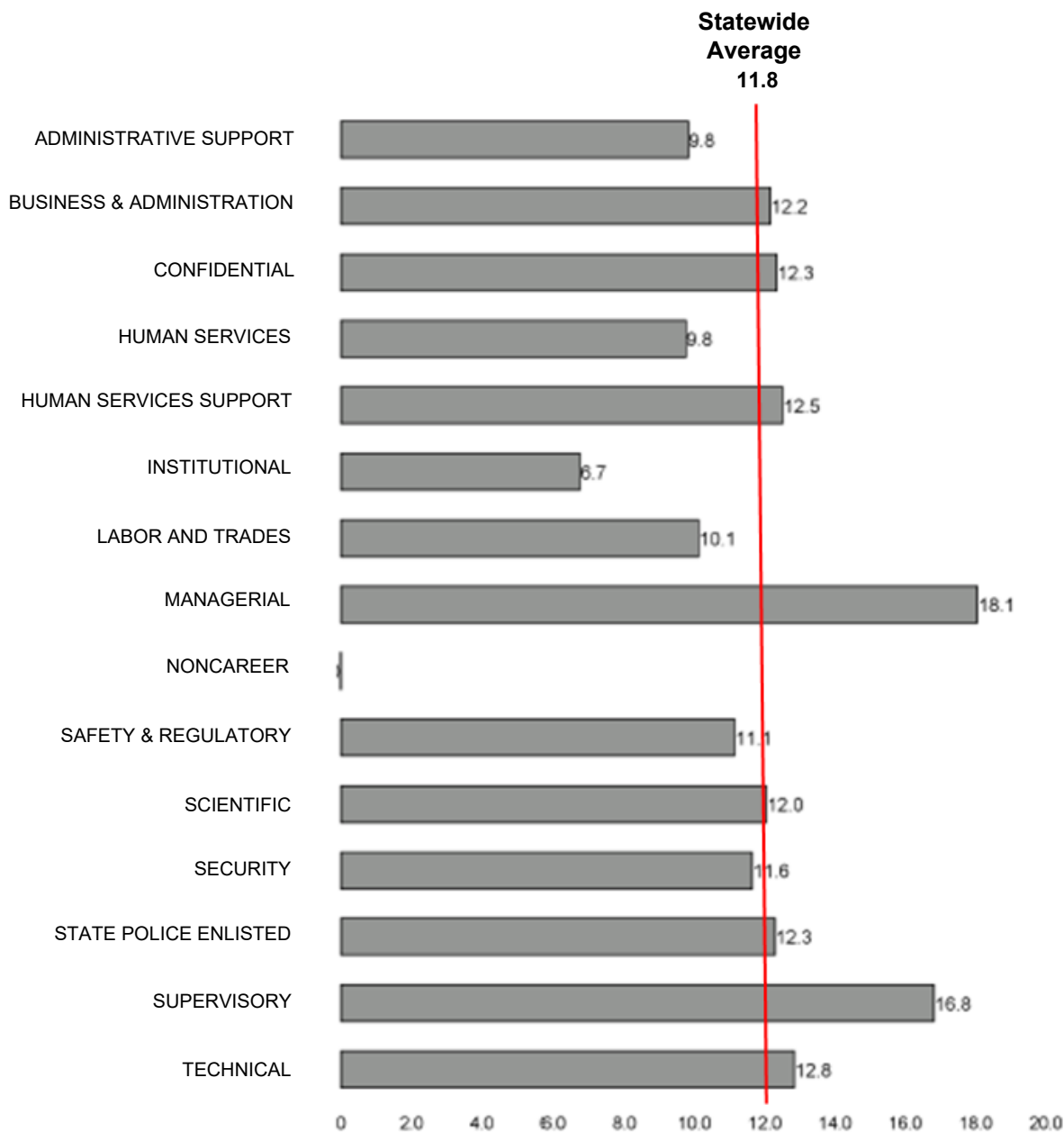
Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. The number and percentage under each union represents those paying member dues.

Source: Michigan Civil Service Commission HWF44

STATE OF MICHIGAN

AVERAGE YEARS OF SERVICE BY BARGAINING UNIT

Pay End Date: December 28, 2019



Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: December 28, 2019

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A02 - SAFETY & REGULATORY																		
00 - 05 YEARS	326	84	23	10	4	9	7	1	0	2	0	0	3	0	363	106	0	0
06 - 10 YEARS	182	31	13	16	1	0	3	0	1	0	0	0	0	0	200	47	0	0
11 - 15 YEARS	99	37	3	22	2	0	5	0	1	0	0	0	0	0	110	59	0	0
16 - 20 YEARS	115	30	4	20	1	0	4	1	1	0	0	0	0	0	125	51	0	0
21 - 25 YEARS	78	21	5	9	2	2	3	0	1	0	0	0	0	0	89	32	1	0
26 - 30 YEARS	33	13	3	6	0	1	1	0	0	0	0	0	0	0	37	20	0	2
31 - 35 YEARS	17	6	3	0	0	0	0	1	1	0	0	0	0	0	21	7	0	0
36 - 40 YEARS	3	0	1	2	0	0	0	0	0	0	0	0	0	0	4	2	0	0
MORE THAN 40 YEARS	4	0	0	1	0	0	0	0	0	0	0	0	0	0	4	1	0	0
BARGAINING UNIT TOTAL	857	222	55	86	10	12	23	3	5	2	0	0	3	0	953	325	1	2
MORE THAN 10 YEARS	349	107	19	60	5	3	13	2	4	0	0	0	0	0	390	172	1	2
AVERAGE YEARS	10.8	11.1	10.7	15.0	11.5	7.6	11.9	16.3	19.0	2.0	0.0	0.0	0.0	0.0	10.8	12.0	22.0	30.0
BARGAINING UNIT AVERAGE YEARS	11.1																	

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: December 28, 2019

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A31 - LABOR AND TRADES																		
00 - 05 YEARS	787	91	25	16	18	1	13	1	2	0	0	0	5	2	850	111	0	0
06 - 10 YEARS	224	10	9	1	2	0	3	0	0	0	0	0	0	0	238	11	0	0
11 - 15 YEARS	177	7	6	2	5	0	4	0	0	0	0	0	0	0	192	9	0	0
16 - 20 YEARS	234	12	12	1	5	1	4	0	0	0	0	0	0	0	255	14	0	0
21 - 25 YEARS	155	11	9	0	5	0	5	1	0	0	0	0	0	0	174	12	1	1
26 - 30 YEARS	57	5	6	1	0	0	3	1	0	0	0	0	0	0	66	7	3	0
31 - 35 YEARS	38	4	8	2	2	0	2	1	0	0	0	0	0	0	50	7	2	1
36 - 40 YEARS	12	0	3	0	0	0	0	0	0	0	0	0	0	0	15	0	0	0
MORE THAN 40 YEARS	19	0	1	1	0	0	1	0	0	0	0	0	0	0	21	1	0	0
BARGAINING UNIT TOTAL	1,703	140	79	24	37	2	35	4	2	0	0	0	5	2	1,861	172	6	2
MORE THAN 10 YEARS	692	39	45	7	17	1	19	3	0	0	0	0	0	0	773	50	6	2
AVERAGE YEARS	10.1	7.2	15.1	8.1	10.2	11.0	13.3	21.5	1.0	0.0	0.0	0.0	0.8	1.0	10.4	7.6	29.5	28.0
BARGAINING UNIT AVERAGE YEARS	10.1																	

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: December 28, 2019

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
C12 - SECURITY																		
00 - 05 YEARS	1,532	289	290	189	56	13	65	20	6	2	0	0	18	8	1,967	521	0	0
06 - 10 YEARS	380	47	76	36	9	1	20	3	2	0	0	0	0	0	487	87	0	0
11 - 15 YEARS	361	57	69	45	21	4	21	3	3	2	0	0	0	0	475	111	1	0
16 - 20 YEARS	645	92	99	52	14	4	19	8	3	0	0	0	0	0	780	156	2	1
21 - 25 YEARS	800	121	78	56	17	4	27	5	2	0	0	0	0	0	924	186	0	0
26 - 30 YEARS	161	21	14	4	5	0	2	1	1	0	0	0	0	0	183	26	1	2
31 - 35 YEARS	69	4	16	4	4	1	4	0	0	0	0	0	0	0	93	9	1	0
36 - 40 YEARS	3	0	1	0	0	0	0	0	0	0	0	0	0	0	4	0	1	0
MORE THAN 40 YEARS	2	0	1	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
BARGAINING UNIT TOTAL	3,953	631	644	386	126	27	158	40	17	4	0	0	18	8	4,916	1,096	6	3
MORE THAN 10 YEARS	2,041	295	278	161	61	13	73	17	9	2	0	0	0	0	2,462	488	6	3
AVERAGE YEARS	12.3	10.9	10.5	9.6	11.0	10.3	10.9	10.1	11.8	8.0	0.0	0.0	1.1	0.8	12.0	10.3	24.8	24.0
BARGAINING UNIT AVERAGE YEARS	11.6																	

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: December 28, 2019

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
E42 - HUMAN SERVICES SUPPORT																		
00 - 05 YEARS	16	33	13	31	0	2	3	5	1	1	0	0	1	4	34	76	0	0
06 - 10 YEARS	10	21	4	23	5	0	1	3	0	0	0	0	0	0	20	47	0	0
11 - 15 YEARS	24	37	10	45	0	0	4	2	0	1	0	0	0	0	38	85	1	0
16 - 20 YEARS	11	48	16	76	0	1	1	5	2	1	0	0	0	0	30	131	0	1
21 - 25 YEARS	1	5	2	7	0	0	0	1	0	0	0	0	0	0	3	13	0	0
26 - 30 YEARS	0	4	0	5	0	0	0	2	0	0	0	0	0	0	0	11	0	1
31 - 35 YEARS	0	1	0	4	0	0	0	0	0	0	0	0	0	0	0	5	0	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
MORE THAN 40 YEARS	0	3	0	5	0	0	0	0	0	0	0	0	0	0	0	8	0	1
BARGAINING UNIT TOTAL	62	153	45	196	5	3	9	18	3	3	0	0	1	4	125	377	1	3
MORE THAN 10 YEARS	36	99	28	142	0	1	5	10	2	2	0	0	0	0	71	254	1	3
AVERAGE YEARS	10.4	12.8	10.8	14.1	7.8	8.7	8.6	12.7	11.7	10.3	0.0	0.0	1.0	1.3	10.2	13.3	12.0	30.7
BARGAINING UNIT AVERAGE YEARS	12.5																	

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: December 28, 2019

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
H21 - SCIENTIFIC																		
00 - 05 YEARS	428	338	5	12	1	2	9	7	17	22	0	0	5	3	465	384	0	0
06 - 10 YEARS	155	121	4	4	1	0	1	3	1	3	0	0	0	0	162	131	0	0
11 - 15 YEARS	166	124	4	4	0	0	2	0	3	5	0	0	0	0	175	133	0	0
16 - 20 YEARS	216	101	4	4	0	1	2	1	7	3	0	0	0	0	229	110	0	1
21 - 25 YEARS	113	45	3	1	1	0	2	2	6	8	0	0	0	0	125	56	0	1
26 - 30 YEARS	108	49	4	2	0	0	4	0	6	1	0	0	0	0	122	52	0	0
31 - 35 YEARS	48	23	5	3	1	0	1	0	1	1	0	0	0	0	56	27	1	0
36 - 40 YEARS	10	1	0	0	0	0	0	0	1	0	0	0	0	0	11	1	0	0
MORE THAN 40 YEARS	9	1	2	0	1	0	0	0	2	0	0	0	0	0	14	1	0	0
BARGAINING UNIT TOTAL	1,253	803	31	30	5	3	21	13	44	43	0	0	5	3	1,359	895	1	2
MORE THAN 10 YEARS	670	344	22	14	3	1	11	3	26	18	0	0	0	0	732	380	1	2
AVERAGE YEARS	13.0	10.4	19.3	11.9	21.4	6.3	13.0	7.3	15.3	10.2	0.0	0.0	0.6	1.3	13.2	10.3	32.0	19.0
BARGAINING UNIT AVERAGE YEARS	12.0																	

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: December 28, 2019

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
L32 - TECHNICAL																		
00 - 05 YEARS	156	118	9	9	0	0	4	8	5	1	0	0	0	4	174	140	0	0
06 - 10 YEARS	72	23	3	6	0	0	0	1	0	1	0	0	0	0	75	31	0	0
11 - 15 YEARS	69	36	3	1	1	0	2	1	1	0	0	0	0	0	76	38	1	0
16 - 20 YEARS	93	29	1	1	1	0	2	0	2	2	0	0	0	0	99	32	0	0
21 - 25 YEARS	55	11	2	0	2	0	1	0	2	2	0	0	0	0	62	13	0	0
26 - 30 YEARS	59	10	3	1	0	0	2	0	2	0	0	0	0	0	66	11	4	0
31 - 35 YEARS	40	6	5	3	0	0	0	0	1	0	0	0	0	0	46	9	1	0
36 - 40 YEARS	3	3	1	0	0	0	0	0	0	0	0	0	0	0	4	3	0	0
MORE THAN 40 YEARS	2	1	0	1	0	0	1	0	0	0	0	0	0	0	3	2	1	1
BARGAINING UNIT TOTAL	549	237	27	22	4	0	12	10	13	6	0	0	0	4	605	279	7	1
MORE THAN 10 YEARS	321	96	15	7	4	0	8	1	8	4	0	0	0	0	356	108	7	1
AVERAGE YEARS	14.3	9.4	16.0	11.4	19.3	0.0	16.5	4.5	14.8	14.8	0.0	0.0	0.0	0.0	14.5	9.3	29.0	41.0
BARGAINING UNIT AVERAGE YEARS	12.8																	

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: December 28, 2019

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
T01 - STATE POLICE ENLISTED																		
00 - 05 YEARS	430	50	40	9	3	0	12	2	3	1	0	0	6	0	494	62	0	0
06 - 10 YEARS	329	28	11	0	4	1	11	0	3	1	0	0	0	0	358	30	0	0
11 - 15 YEARS	72	6	3	1	0	0	2	0	1	0	0	0	0	0	78	7	0	0
16 - 20 YEARS	140	7	1	1	3	0	0	0	0	0	0	0	0	0	144	8	0	0
21 - 25 YEARS	339	31	21	2	7	0	11	0	3	0	0	0	0	0	381	33	0	0
26 - 30 YEARS	75	8	10	0	3	0	3	0	1	0	0	0	0	0	92	8	1	0
31 - 35 YEARS	12	3	1	0	1	0	1	0	0	0	0	0	0	0	15	3	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	1,397	133	87	13	21	1	40	2	11	2	0	0	6	0	1,562	151	1	0
MORE THAN 10 YEARS	638	55	36	4	14	0	17	0	5	0	0	0	0	0	710	59	1	0
AVERAGE YEARS	12.3	11.9	12.2	8.0	17.9	6.0	12.6	2.5	12.7	5.5	0.0	0.0	2.0	0.0	12.4	11.3	27.0	0.0
BARGAINING UNIT AVERAGE YEARS	12.3																	

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: December 28, 2019

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
U11 - INSTITUTIONAL																		
00 - 05 YEARS	247	380	114	197	2	5	17	16	3	1	1	1	5	4	389	604	0	0
06 - 10 YEARS	66	87	38	60	0	3	5	3	3	3	0	0	0	0	112	156	0	0
11 - 15 YEARS	29	60	9	23	0	1	2	1	0	0	0	0	0	0	40	85	0	0
16 - 20 YEARS	32	61	14	43	0	0	4	1	1	5	0	0	0	0	51	110	0	0
21 - 25 YEARS	20	26	1	11	1	0	0	0	0	0	0	0	0	0	22	37	1	0
26 - 30 YEARS	5	9	3	7	0	0	0	1	0	0	0	0	0	0	8	17	0	0
31 - 35 YEARS	3	4	1	3	0	0	0	0	0	0	0	0	0	0	4	7	0	0
36 - 40 YEARS	1	2	0	0	0	0	0	0	0	0	0	0	0	0	1	2	0	0
MORE THAN 40 YEARS	1	1	1	1	0	0	0	0	0	0	0	0	0	0	2	2	0	0
BARGAINING UNIT TOTAL	404	630	181	345	3	9	28	22	7	9	1	1	5	4	629	1,020	1	0
MORE THAN 10 YEARS	91	163	29	88	1	1	6	3	1	5	0	0	0	0	128	260	1	0
AVERAGE YEARS	6.7	6.8	6.0	7.2	8.7	4.6	5.8	5.3	6.4	13.3	3.0	1.0	0.6	0.5	6.4	6.9	23.0	0.0
BARGAINING UNIT AVERAGE YEARS			6.7															

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: December 28, 2019

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W22 - HUMAN SERVICES																		
00 - 05 YEARS	637	2,190	206	901	9	19	29	78	11	31	2	1	26	66	920	3,286	2	1
06 - 10 YEARS	459	1,335	133	712	7	16	18	46	4	13	0	0	0	0	621	2,122	0	3
11 - 15 YEARS	239	637	86	383	3	3	13	37	6	11	0	0	0	1	347	1,072	1	1
16 - 20 YEARS	228	418	43	300	2	3	10	32	1	5	0	0	0	0	284	758	1	2
21 - 25 YEARS	247	293	53	231	5	6	10	27	1	6	0	0	0	0	316	563	3	3
26 - 30 YEARS	82	109	18	87	0	0	2	14	1	5	0	0	0	0	103	215	2	3
31 - 35 YEARS	45	53	12	40	0	0	3	4	3	0	0	0	0	0	63	97	2	4
36 - 40 YEARS	12	18	3	19	0	0	1	1	0	2	0	0	0	0	16	40	1	2
MORE THAN 40 YEARS	9	8	3	11	0	1	0	0	0	0	0	0	0	0	12	20	3	1
BARGAINING UNIT TOTAL	1,958	5,061	557	2,684	26	48	86	239	27	73	2	1	26	67	2,682	8,173	15	20
MORE THAN 10 YEARS	862	1,536	218	1,071	10	13	39	115	12	29	0	0	0	1	1,141	2,765	13	16
AVERAGE YEARS	11.6	8.7	10.3	10.5	9.9	9.7	11.6	11.7	11.3	10.5	2.5	3.0	1.3	1.3	11.2	9.3	26.7	23.8
BARGAINING UNIT AVERAGE YEARS			9.8															

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Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: December 28, 2019

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W41 - ADMINISTRATIVE SUPPORT																		
00 - 05 YEARS	413	1,660	78	375	4	21	22	95	12	21	0	1	7	40	536	2,213	0	1
06 - 10 YEARS	121	658	26	153	2	5	4	31	1	8	0	0	0	2	154	857	0	4
11 - 15 YEARS	62	383	13	81	0	5	1	23	0	2	0	0	0	0	76	494	0	1
16 - 20 YEARS	54	394	12	79	1	4	4	15	2	3	0	0	0	0	73	495	0	3
21 - 25 YEARS	30	251	7	76	1	9	5	17	1	6	0	0	0	0	44	359	0	3
26 - 30 YEARS	10	112	3	36	0	0	1	10	0	3	0	0	0	0	14	161	2	13
31 - 35 YEARS	11	95	5	52	0	1	2	8	2	2	0	0	0	0	20	158	5	10
36 - 40 YEARS	1	61	0	23	0	1	1	3	0	1	0	0	0	0	2	89	1	3
MORE THAN 40 YEARS	0	48	0	22	0	1	0	1	0	0	0	0	0	0	0	72	0	5
BARGAINING UNIT TOTAL	702	3,662	144	897	8	47	40	203	18	46	0	1	7	42	919	4,898	8	43
MORE THAN 10 YEARS	168	1,344	40	369	2	21	14	77	5	17	0	0	0	0	229	1,828	8	38
AVERAGE YEARS	6.7	10.1	7.9	11.9	7.4	11.7	10.1	10.3	8.3	11.1	0.0	1.0	0.7	1.2	7.0	10.4	32.5	28.0
BARGAINING UNIT AVERAGE YEARS			9.8															

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: December 28, 2019

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y23 - BUSINESS & ADMINISTRATION																		
00 - 05 YEARS	792	774	54	114	6	3	20	32	49	79	0	0	13	7	934	1,009	3	0
06 - 10 YEARS	488	553	45	108	1	2	18	22	29	40	0	0	1	1	582	726	0	0
11 - 15 YEARS	278	417	34	83	1	4	3	16	18	27	0	0	0	0	334	547	0	0
16 - 20 YEARS	242	396	24	98	0	3	5	13	24	15	0	0	0	0	295	525	3	2
21 - 25 YEARS	208	238	18	66	0	2	5	10	9	4	0	0	0	0	240	320	2	2
26 - 30 YEARS	85	101	12	28	1	4	2	7	3	4	0	0	0	0	103	144	5	9
31 - 35 YEARS	57	106	18	42	0	0	6	15	5	4	0	0	0	0	86	167	1	10
36 - 40 YEARS	11	32	2	7	0	0	1	3	0	1	0	0	0	0	14	43	3	1
MORE THAN 40 YEARS	18	48	4	7	0	1	0	2	0	0	0	0	0	0	22	58	0	1
BARGAINING UNIT TOTAL	2,179	2,665	211	553	9	19	60	120	137	174	0	0	14	8	2,610	3,539	17	25
MORE THAN 10 YEARS	899	1,338	112	331	2	14	22	66	59	55	0	0	0	0	1,094	1,804	14	25
AVERAGE YEARS	11.0	12.7	14.1	14.9	7.3	17.1	12.5	15.3	10.6	8.7	0.0	0.0	2.1	2.5	11.2	12.9	23.7	29.8
BARGAINING UNIT AVERAGE YEARS	12.2																	

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: December 28, 2019

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y51 - SUPERVISORY																		
00 - 05 YEARS	272	240	31	71	11	1	8	3	13	10	0	0	0	5	335	330	1	0
06 - 10 YEARS	297	306	40	94	5	1	8	17	3	5	0	0	1	0	354	423	0	0
11 - 15 YEARS	299	313	42	90	7	2	9	12	7	7	0	0	0	0	364	424	0	0
16 - 20 YEARS	407	355	38	140	6	3	7	13	7	8	0	0	0	0	465	519	2	1
21 - 25 YEARS	453	254	48	114	11	5	9	6	7	3	0	0	0	0	528	382	1	3
26 - 30 YEARS	201	116	20	53	2	3	4	6	3	2	0	0	0	0	230	180	5	3
31 - 35 YEARS	147	60	26	40	9	4	7	4	3	1	0	0	0	0	192	109	3	2
36 - 40 YEARS	27	16	8	18	0	0	2	1	2	0	0	0	0	0	39	35	4	2
MORE THAN 40 YEARS	30	14	4	15	0	0	2	1	0	0	0	0	0	0	36	30	5	0
BARGAINING UNIT TOTAL	2,133	1,674	257	635	51	19	56	63	45	36	0	0	1	5	2,543	2,432	21	11
MORE THAN 10 YEARS	1,564	1,128	186	470	35	17	40	43	29	21	0	0	0	0	1,854	1,679	20	11
AVERAGE YEARS	17.6	15.3	18.0	17.9	17.1	22.5	18.7	16.6	15.4	13.2	0.0	0.0	8.0	0.6	17.6	16.0	32.0	29.1
BARGAINING UNIT AVERAGE YEARS	16.8																	

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STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
Pay End Date: December 28, 2019

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y52 - NONCAREER																		
00 - 05 YEARS	55	76	9	9	2	0	1	3	8	4	0	0	5	7	80	99	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0			0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	55	76	9	9	2	0	1	3	8	4	0	0	5	7	80	99	0	0
MORE THAN 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
BARGAINING UNIT AVERAGE YEARS			0.0															

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RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
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BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y98 - MANAGERIAL																		
00 - 05 YEARS	171	149	7	21	0	0	5	4	9	7	0	0	1	5	193	186	0	0
06 - 10 YEARS	141	145	5	13	1	0	1	3	2	4	0	0	0	0	150	165	0	0
11 - 15 YEARS	139	161	9	16	0	1	5	2	6	4	0	0	0	0	159	184	2	1
16 - 20 YEARS	176	201	15	21	1	0	3	2	5	10	0	0	0	0	200	234	0	0
21 - 25 YEARS	228	171	18	25	1	0	3	2	1	2	0	0	0	0	251	200	0	1
26 - 30 YEARS	147	93	15	23	3	3	2	4	2	0	0	0	0	0	169	123	2	3
31 - 35 YEARS	93	98	12	24	2	0	4	4	4	3	0	0	0	0	115	129	2	5
36 - 40 YEARS	14	14	4	12	0	0	2	0	1	0	0	0	0	0	21	26	1	0
MORE THAN 40 YEARS	22	10	8	10	0	0	1	1	0	0	0	0	0	0	31	21	3	1
BARGAINING UNIT TOTAL	1,131	1,042	93	165	8	4	26	22	30	30	0	0	1	5	1,289	1,268	10	11
MORE THAN 10 YEARS	819	748	81	131	7	4	20	15	19	19	0	0	0	0	946	917	10	11
AVERAGE YEARS	18.0	17.2	23.3	22.0	25.3	24.3	20.2	19.3	14.9	14.2	0.0	0.0	0.0	1.0	18.4	17.8	31.1	29.5
BARGAINING UNIT AVERAGE YEARS	18.1																	

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BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y99 - CONFIDENTIAL																		
00 - 05 YEARS	104	361	17	57	0	5	4	24	0	4	0	0	3	7	128	458	0	1
06 - 10 YEARS	41	177	8	24	0	1	1	3	0	3	0	0	1	0	51	208	0	0
11 - 15 YEARS	23	142	3	18	0	0	0	3	0	1	0	0	0	0	26	164	1	1
16 - 20 YEARS	19	141	4	16	0	4	2	7	0	0	0	0	0	0	25	168	0	0
21 - 25 YEARS	23	89	4	25	0	1	1	1	1	4	0	0	0	0	29	120	0	0
26 - 30 YEARS	8	44	2	11	0	1	0	3	0	1	0	0	0	0	10	60	0	2
31 - 35 YEARS	8	39	3	21	0	1	1	11	0	0	0	0	0	0	12	72	1	1
36 - 40 YEARS	2	13	0	6	0	0	0	2	0	0	0	0	0	0	2	21	1	2
MORE THAN 40 YEARS	2	23	0	6	0	1	0	0	0	0	0	0	0	0	2	30	0	2
BARGAINING UNIT TOTAL	230	1,029	41	184	0	14	9	54	1	13	0	0	4	7	285	1,301	3	9
MORE THAN 10 YEARS	85	491	16	103	0	8	4	27	1	6	0	0	0	0	106	635	3	8
AVERAGE YEARS	10.3	12.2	11.2	15.9	0.0	14.9	12.0	14.9	25.0	12.2	0.0	0.0	3.8	1.0	10.4	12.8	26.7	30.0
BARGAINING UNIT AVERAGE YEARS	12.4																	

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RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS
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BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTAL																		
00 - 05 YEARS	6,366	6,833	921	2,021	116	81	219	299	139	186	3	3	98	162	7,862	9,585	6	3
06 - 10 YEARS	2,965	3,542	415	1,250	38	30	94	135	49	81	0	0	3	3	3,564	5,041	0	7
11 - 15 YEARS	2,037	2,417	294	814	40	20	73	100	46	60	0	0	0	1	2,490	3,412	7	4
16 - 20 YEARS	2,612	2,285	287	852	34	24	67	98	55	52	0	0	0	0	3,055	3,311	8	11
21 - 25 YEARS	2,750	1,567	269	623	53	29	82	72	34	35	0	0	0	0	3,188	2,326	9	14
26 - 30 YEARS	1,031	694	113	264	14	12	26	49	19	16	0	0	0	0	1,203	1,035	25	38
31 - 35 YEARS	588	502	115	238	19	7	31	48	20	11	0	0	0	0	773	806	19	33
36 - 40 YEARS	99	161	23	87	0	1	7	10	4	4	0	0	0	0	133	263	12	10
MORE THAN 40 YEARS	118	157	24	80	1	4	5	5	2	0	0	0	0	0	150	246	12	12
STATEWIDE TOTAL	18,566	18,158	2,461	6,229	315	208	604	816	368	445	3	3	101	166	22,418	26,025	98	132
MORE THAN 10 YEARS	9,235	7,783	1,125	2,958	161	97	291	382	180	178	0	0	0	1	10,992	11,399	92	122
AVERAGE YEARS	12.5	11.0	11.9	12.2	12.5	12.3	12.4	12.3	12.1	10.3	2.7	1.7	1.3	1.2	12.3	11.2	28.3	28.0

STATEWIDE AVERAGE YEARS**11.8**

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to the employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF20

STATE OF MICHIGAN
AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT

Pay End Date: December 28, 2019

BARGAINING UNIT CODE/NAME	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Bargaining Unit Eligible for Longevity
A02 - SAFETY & REGULATORY	1,278	2.6 %	44.4	\$28.01	810	63.4 %
A31 - LABOR AND TRADES	2,033	4.2 %	48.5	\$24.23	1,074	52.8 %
C12 - SECURITY	6,012	12.4 %	41.6	\$25.38	3,625	60.3 %
E42 - HUMAN SERVICES SUPPORT	502	1.0 %	49.8	\$26.40	394	78.5 %
H21 - SCIENTIFIC	2,254	4.7 %	43.6	\$35.64	1,421	63.0 %
L32 - TECHNICAL	884	1.8 %	44.7	\$26.78	567	64.1 %
T01 - STATE POLICE ENLISTED	1,713	3.5 %	38.1	\$34.02	1,125	65.7 %
U11 - INSTITUTIONAL	1,649	3.4 %	43.7	\$21.84	660	40.0 %
W22 - HUMAN SERVICES	10,855	22.4 %	43.4	\$28.97	6,560	60.4 %
W41 - ADMINISTRATIVE SUPPORT	5,817	12.0 %	45.3	\$22.72	2,995	51.5 %
Y23 - BUSINESS & ADMINISTRATION	6,149	12.7 %	45.7	\$34.88	4,155	67.6 %
Y51 - SUPERVISORY	4,975	10.3 %	48.3	\$37.23	4,297	86.4 %
Y52 - NONCAREER	179	0.4 %	25.5	\$15.23	0	0.0 %
Y98 - MANAGERIAL	2,557	5.3 %	50.2	\$54.57	2,168	84.8 %
Y99 - CONFIDENTIAL	1,586	3.3 %	46.1	\$30.76	981	61.9 %
STATEWIDE TOTAL	48,443	100.0 %	44.7	\$30.69	30,832	63.6 %

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Noncareer positions are not eligible for longevity and are therefore not included in those counts. This report does not include Y50-Pending Unit Assignment.

Source: Michigan Civil Service Commission HWF25

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES

Table 5-4

ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

Pay End Date: December 28, 2019

		Health Insurance								Dental Insurance						
Bargaining Unit Code/Name		Total Employees Enrolled	State Sponsored Health	%	HMO	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	DMO	%	Preventive Dental	%
A02	SAFETY & REGULATORY	1,249	666	53 %	429	34 %	13	1 %	0	0 %	1,133	91 %	17	1 %	6	0 %
A31	LABOR AND TRADES	1,856	834	45 %	734	40 %	12	1 %	0	0 %	1,637	88 %	10	1 %	7	0 %
C12	SECURITY	6,012	3,366	56 %	2,242	37 %	15	0 %	0	0 %	5,637	94 %	126	2 %	14	0 %
E42	HUMAN SERVICES SUPPORT	502	231	46 %	236	47 %	3	1 %	0	0 %	459	91 %	20	4 %	2	0 %
H21	SCIENTIFIC	2,249	850	38 %	1,162	52 %	18	1 %	0	0 %	2,066	92 %	24	1 %	14	1 %
L32	TECHNICAL	835	347	42 %	408	49 %	8	1 %	0	0 %	767	92 %	11	1 %	4	0 %
T01	STATE POLICE ENLISTED	1,713	322	19 %	208	12 %	5	0 %	1,085	63 %	1,651	96 %	2	0 %	5	0 %
U11	INSTITUTIONAL	1,641	766	47 %	717	44 %	7	0 %	0	0 %	1,468	89 %	52	3 %	9	1 %
W22	HUMAN SERVICES	10,821	4,297	40 %	5,497	51 %	59	1 %	0	0 %	9,868	91 %	284	3 %	27	0 %
W41	ADMINISTRATIVE SUPPORT	5,471	1,771	32 %	3,021	55 %	39	1 %	0	0 %	4,874	89 %	154	3 %	13	0 %
Y23	BUSINESS & ADMINISTRATION	6,142	1,917	31 %	3,549	58 %	61	1 %	0	0 %	5,595	91 %	124	2 %	22	0 %
Y51	SUPERVISORY	4,974	2,142	43 %	2,436	49 %	37	1 %	1	0 %	4,623	93 %	93	2 %	13	0 %
Y98	MANAGERIAL	2,557	951	37 %	1,388	54 %	17	1 %	0	0 %	2,393	94 %	33	1 %	1	0 %
Y99	CONFIDENTIAL	1,549	400	26 %	937	60 %	9	1 %	0	0 %	1,390	90 %	25	2 %	1	0 %
STATEWIDE TOTALS:		47,571	18,860	40 %	22,964	48 %	303	1 %	1,086	2 %	43,561	92 %	975	2 %	138	0 %

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

Source: Michigan Civil Service Commission HWF48

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES

Table 5-4

ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

Pay End Date: December 28, 2019

			Vision Insurance		Disability Insurance				Life Insurance					
			Total Employees Enrolled	State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Prudential
Bargaining Unit Code/Name														
A02	SAFETY & REGULATORY	1,249	1,161	93 %	1,032	83 %	66	5 %	1,177	94 %	62	5 %	62	5 %
A31	LABOR AND TRADES	1,856	1,672	90 %	1,498	81 %	1	0 %	1,791	96 %	62	3 %	5	0 %
C12	SECURITY	6,012	5,800	96 %	5,387	90 %	0	0 %	5,777	96 %	202	3 %	0	0 %
E42	HUMAN SERVICES SUPPORT	502	482	96 %	420	84 %	0	0 %	481	96 %	20	4 %	0	0 %
H21	SCIENTIFIC	2,249	2,116	94 %	1,764	78 %	36	2 %	2,084	93 %	162	7 %	14	1 %
L32	TECHNICAL	835	795	95 %	666	80 %	22	3 %	788	94 %	45	5 %	8	1 %
T01	STATE POLICE ENLISTED	1,713	1,669	97 %	1,705	100 %	873	51 %	1,664	97 %	43	3 %	817	48 %
U11	INSTITUTIONAL	1,641	1,535	94 %	1,342	82 %	3	0 %	1,564	95 %	71	4 %	1	0 %
W22	HUMAN SERVICES	10,821	10,209	94 %	9,152	85 %	0	0 %	10,232	95 %	564	5 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	5,471	5,067	93 %	4,255	78 %	100	2 %	5,174	95 %	277	5 %	57	1 %
Y23	BUSINESS & ADMINISTRATION	6,142	5,766	94 %	4,855	79 %	100	2 %	5,791	94 %	340	6 %	50	1 %
Y51	SUPERVISORY	4,974	4,735	95 %	4,587	92 %	138	3 %	4,810	97 %	158	3 %	111	2 %
Y98	MANAGERIAL	2,557	2,436	95 %	2,187	86 %	93	4 %	2,462	96 %	89	3 %	97	4 %
Y99	CONFIDENTIAL	1,549	1,436	93 %	1,253	81 %	12	1 %	1,468	95 %	76	5 %	7	0 %
STATEWIDE TOTALS:		47,571	44,879	94 %	40,103	84 %	1,444	3 %	45,263	95 %	2,171	5 %	1,229	3 %

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

Source: Michigan Civil Service Commission HWF48

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay End Date: December 28, 2019

EXCLUSIVELY REPRESENTED EMPLOYEES

Department	No. of Employees	A02 Safety & Regulatory	A31 Labor & Trades	C12 Security	E42 Human Services Support	H21 Scientific & Engineering	L32 Technical	T01 State Police Enlisted	U11 Institutional	W22 Human Services	W41 Administrative Support	Total Exclusively Represented
AGRICULTURE AND RURAL DVLPMNT	472	27	11	0	0	238	14	0	0	1	52	343
ATTORNEY GENERAL	510	34	1	0	0	0	0	0	0	0	83	118
AUDITOR GENERAL	162	0	1	0	0	0	0	0	0	0	0	1
CIVIL RIGHTS	88	0	0	0	0	0	0	0	0	37	13	50
CIVIL SERVICE COMMISSION	458	0	0	0	0	0	0	0	0	0	0	0
CORRECTIONS	11,970	10	463	5,789	0	7	85	0	408	2,386	885	10,033
EDUCATION	509	0	1	0	2	0	5	0	16	171	59	254
ENVIRONMENT, GREAT LAKES & ENERGY	1,228	8	1	0	0	756	48	0	0	1	127	941
EXECUTIVE OFFICE	76	0	0	0	0	0	0	0	0	0	0	0
INSURANCE AND FINANCIAL SERV	305	0	0	0	0	0	0	0	0	0	29	29
LABOR & ECONOMIC OPPORTUNITY	2,232	85	20	0	468	59	12	0	22	399	305	1,370
LICENSING & REGULATORY AFFAIRS	1,591	216	8	0	0	65	0	0	0	273	321	883
MDHHS - COMMUNITY HEALTH	3,605	44	71	223	0	136	39	0	873	420	389	2,195
MDHHS - HUMAN SERVICES	10,728	157	26	0	32	3	2	0	52	7,077	1,062	8,411
MILITARY & VETERAN AFFAIRS	762	28	184	0	0	33	14	0	263	33	60	615
NATURAL RESOURCES	1,766	416	204	0	0	251	138	0	8	54	205	1,276
STATE	1,452	15	18	0	0	0	0	0	0	0	924	957
STATE POLICE	3,014	162	10	0	0	131	62	1,713	7	0	266	2,351
TECHNOLOGY, MANAGEMENT & BUDGET	3,007	0	257	0	0	36	64	0	0	0	300	657
TRANSPORTATION	2,825	70	751	0	0	538	400	0	0	3	262	2,024
TREASURY	1,683	6	6	0	0	1	1	0	0	0	475	489
Grand Total:	48,443	1,278	2,033	6,012	502	2,254	884	1,713	1,649	10,855	5,817	32,997

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF05

STATE OF MICHIGAN
BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay End Date: December 28, 2019

NON-EXCLUSIVELY REPRESENTED EMPLOYEES

Department	No. of Employees	Y23 Business & Administrative	Y99 Confidential	Y98 Managerial	Y52 Non-Career	Y00/Y50 Pending Assignment	Y51 Supervisory	Total Non-Exclusively Represented
AGRICULTURE AND RURAL DVLPMNT	472	43	8	25	8	0	45	129
ATTORNEY GENERAL	510	15	46	324	0	0	7	392
AUDITOR GENERAL	162	1	88	43	5	0	24	161
CIVIL RIGHTS	88	4	14	11	0	0	9	38
CIVIL SERVICE COMMISSION	458	0	394	58	0	0	6	458
CORRECTIONS	11,970	239	127	139	7	0	1,425	1,937
EDUCATION	509	135	20	57	1	0	42	255
ENVIRONMENT, GREAT LAKES & ENERGY	1,228	76	14	78	9	0	110	287
EXECUTIVE OFFICE	76	0	76	0	0	0	0	76
INSURANCE AND FINANCIAL SERV	305	165	18	26	7	0	60	276
LABOR & ECONOMIC OPPORTUNITY	2,232	476	43	198	8	0	137	862
LICENSING & REGULATORY AFFAIRS	1,591	445	45	159	7	0	52	708
MDHHS - COMMUNITY HEALTH	3,605	636	100	268	10	0	396	1,410
MDHHS - HUMAN SERVICES	10,728	699	199	216	3	0	1,200	2,317
MILITARY & VETERAN AFFAIRS	762	45	7	29	1	0	65	147
NATURAL RESOURCES	1,766	134	21	94	3	0	238	490
STATE	1,452	146	56	56	4	0	233	495
STATE POLICE	3,014	234	43	153	6	0	227	663
TECHNOLOGY, MANAGEMENT & BUDGET	3,007	1,639	117	306	59	0	229	2,350
TRANSPORTATION	2,825	249	100	132	4	0	316	801
TREASURY	1,683	768	50	185	37	0	154	1,194
Grand Total:	48,443	6,149	1,586	2,557	179	0	4,975	15,446

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF06

GLOSSARY

GLOSSARY

American Indian or Alaska Native (Not Hispanic or Latino) - Persons having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Asian (Not Hispanic or Latino) - Persons having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Average - The figure obtained by dividing the sum total of a set of data by the number of figures in the set of data. In this report, the average has been used synonymously with mean.

Black or African American (Not Hispanic or Latino) - Persons having origins in any of the black racial groups of Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Career Appointment - An indefinite appointment or limited-term appointment expected to last the equivalent of 90 full-time workdays or more in a calendar year.

Civil Service Positions - Positions as defined in the classified service.

Classified Employees - Employees of the State of Michigan over which the Civil Service Commission has jurisdiction pursuant to the State Constitution.

Classified Service - The Michigan State classified civil service.

Compensation - Pay and benefits received by an employee for work performed.

Employee Status Code Descriptions (active employees):

- AA**: Full-time (Classified)
- AB**: Part-time (Classified)
- AC**: Permanent-Intermittent (Classified)
- AD**: Limited-Term (Classified)
- AE**: Seasonal (Classified)
- AF**: Unclassified
- AP**: Workers Compensation
- AQ**: Noncareer/Per Diem
- AR**: Special Personal Services (Not Classified)

Fiscal Year - October 1 of a given year through September 30 of the next year. (Before fiscal year 1975-76, the fiscal year was July 1 to June 30. Transition fiscal year 1975-76 was 15 months long.)

Full-Time Employees - Employees scheduled to work 80 hours biweekly.

Hispanic or Latino - Persons of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

HRMN - Human Resources Management Network (HRMN) is the integrated network delivering payroll, human resources, and employee benefits functionality and data exchange among agencies and third parties. Stage I of HRMN implementation took place in March 2001 replacing PPRISM.

Indefinite Appointment - A career appointment with no fixed ending date at the time of appointment.

Job Category - Eight standard job categories from the Federal Equal Employment Opportunity Commission, used by state and local governments in reporting statistics to the federal government. These are as follows:

01: Officials and Administrators - Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads; bureau chiefs; division chiefs; directors; deputy directors; controllers; wardens; superintendents; sheriffs; police and fire chiefs and inspectors; examiners (bank, hearing, motor vehicle, warehouse); inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation); assessors; tax appraisers and investigators; coroners; farm managers; and kindred workers.

02: Professionals - Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

03: Technicians - Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers; drafters; survey and mapping technicians; licensed practical nurses; photographers; radio operators; technical illustrators; highway technicians; technicians (medical, dental, electronic, physical sciences); police and fire sergeants; inspectors (production or processing inspectors, testers and weighers); and kindred workers.

04: Protective Service Workers - Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

05: Paraprofessionals - Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aids, child support workers, policy auxiliary welfare service aids, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

06: Office and Clerical - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

07: Skilled Craft Workers - Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

08: Service/Maintenance Workers - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

Job-Share Employees - Employees scheduled to share a portion of an 80-hour biweekly schedule with one or more other positions that in aggregate perform the duties of a single full-time position.

Limited-Term Employees - Employees hired with a fixed appointment expiration date. These employees are entitled to fringe benefits providing they meet specified eligibility requirements.

MAIN - Michigan Administrative Information Network - established in 1992 to develop, implement, and operate a fully integrated, automated administrative management information system for the State of Michigan.

MIDB - Management Information Data Base.

Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino) – Persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Noncareer Employees - Employees hired on a noncareer basis to work 719 hours or less in a calendar year. These employees are not entitled to fringe benefits.

Permanent-Intermittent Employees - Employees scheduled to work on an on-call or periodic basis due to demand and workflow. These employees may work an hourly or full-time schedule within an 80-hour biweekly pay period.

Position - A classified job identified by its respective duties and responsibilities.

Primary Position - The level one position in HRMN which determines the employee's status and benefits eligibility.

Principal Department - One of not more than 20 executive branch departments provided for by article 5, section 2, of the Michigan Constitution.

PPRISM - The statewide computer system of employee personnel and payroll transactions. PPRISM is an acronym for Personnel/Payroll Information System for Michigan. Phase I of PPRISM's implementation took place in June 1987. Phase II of PPRISM's implementation took place in June 1990. PPRISM was replaced by HRMN (Human Resources Management Network) in March 2001.

Process Level - A HRMN term that represents principal department, autonomous entity, or agency of convenience.

Seasonal Employees - Employees scheduled to work according to seasonal department work schedules. These employees may work 80 hours biweekly during certain periods of the year.

Special Personal Services Employees - Contractors who are employees of state agencies and who are not classified, exempt, or excepted.

Two or More Races (Not Hispanic or Latino) – Persons who identify with more than one of the six races. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Unclassified Employees - Employees working in positions exempted or excepted from the classified service pursuant to the State Constitution (e.g., elected officials, heads of principal departments, members of boards and commissions, employees of the legislature, employees of courts of record, etc.).

Unit Designations - A combination of union and unit codes is assigned to each classified position. The union code identifies the employee organization that by election process has won recognition as the exclusive bargaining agent for the unit. The unit code represents a particular grouping of job classifications having related duties as established by the definition of the unit. Generally, most positions in a class will have the same unit code. However, the nature of some positions will require their exclusion from the unit. In instances where this exclusion occurs, secondary class codes have been established to accommodate those positions excluded from the unit. Following are definitions of Union and Unit Codes:

Union Codes

- A** Michigan State Employees Association (MSEA)
- C** Michigan Corrections Organization (MCO)
- E** Michigan Public Employees (MPE), SEIU Local 517M
- H** Michigan Public Employees (MPE), SEIU Local 517M
- L** Michigan Public Employees (MPE), SEIU Local 517M
- T** Michigan State Police Troopers Association (MSPTA)
- U** American Federation of State, County, and Municipal Employees, Council 25, AFL-CIO (AFSCME)
- W** United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)
- Y** No Exclusive Employee Organization Representation
- Z** Unclassified - No Exclusive Employee Organization

Unit Code

Unit

- 01** **State Police Enlisted Unit**
This unit consists of all non-supervisory enlisted positions, including sergeants, in the Michigan State Police.
- 02** **Safety and Regulatory Unit**
Employees in this unit are involved in one or more of the following activities: conducting inspections or investigations designed to detect violations of federal or state statutes, rules, regulations; enforcing these statutes, rules, or regulations; appraising the grade, condition, or sanitation of food, objects, activities, or procedures; protection of person, buildings, grounds, or natural resources.
- 11** **Institutional Unit**
This unit includes all non-professional classifications, which provide indirect or direct services to patients or residents of state facilities, excluding correctional security classifications.
- 12** **Security Unit**
The Security Unit includes non-professional employees involved in direct custody and treatment of inmates under the supervision of the Department of Corrections and residents of state facilities for the criminally insane.
- 21** **Scientific and Engineering Unit**
Employees in this unit perform work in the areas of physical and biological sciences or in the field of engineering or architecture through applying principles, theories, practices, and methods generally learned through a four-year or advanced post-secondary course of study.

- 22 Human Services Unit**
Employees in this unit perform work in the areas of counseling, education, rehabilitation, and other assistance for the socially disabled or disadvantaged through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
- 23 Business and Administrative Unit**
Employees in this unit perform work in such areas as personnel, accounting, training, auditing, commercial, and business fields, information, and other fields related to business, commercial, and administrative support, through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
- 31 Labor and Trades Unit**
Employees in this unit perform skilled and semi-skilled trades work as well as general labor activities.
- 32 Technical Unit**
Employees in this unit provide support services in the area of science and engineering.
- 41 Administrative Support Unit**
This unit includes all occupational groupings engaged in preparing, transcribing, recording, filing, systematizing, maintaining, and routinely dispensing of records, reports, communications, and information by manual process and by operating various office machines and equipment. Also, this unit includes employees who use work products from clerical classifications and exercise judgment in the application of statutes, rules, regulations, or policies including positions supporting business and administrative activities.
- 42 Human Services Support Unit**
This unit consists of classifications engaged in delivery of paraprofessional human services to the citizens of the State.
- 50 Pending Unit Assignment**
Employees in positions in classifications that are pending unit assignment.
- 51 Supervisory Unit**
Employees in this unit have the authority to hire, assign, transfer, discipline for cause, lay off, recall, promote, reallocate, or evaluate other employees, or responsibility to direct them, or to adjust their grievances, or effectively recommend such actions if in connection with the foregoing. The exercise of such authority is not of a merely routine or clerical nature, but rather requires the use of independent judgment.
- 52 Noncareer**
Employees in noncareer classes that are ineligible for collective bargaining.
- 98 Managerial Unit**
The Managerial Unit is made up of employees who: (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who administer and carry out policies and programs of such principal departments or subdivisions; or manage, administer, and control local branch offices of principal departments, including the physical, financial, and/or personnel resources thereof, in order to carry out the mission of the agency; or (c) represent or advise management in legal matters; or (d) adjudicate disputes involving employees or mediate labor management relations in the public or private sector; or (e) who may reasonably be required on behalf of the State Employer or the departmental employer to assist in the preparation for conduct of negotiations with employees; or (f) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

99 Confidential Unit

Confidential employees are those who assist in a confidence capacity, persons who (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who may reasonably be required on behalf of the State Employer or the Departmental Employer to assist in the preparation for conduct of negotiations with employees; or (c) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

White (Not Hispanic or Latino) - Persons having origins in any of the original peoples of Europe, the Middle East, or North Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Workforce - Those persons employed in the classified service by the state of Michigan.